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**Human resources management**

# Human resources management

## Report of the Advisory Committee on Administrative and Budgetary Questions

## I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered a series of reports relating to human resources management. The documents reviewed and those used for background by the Advisory Committee are listed in annex I to the present report. During its consideration of the reports, the Committee met with representatives of the Secretary-General, who provided additional information and clarification. The Committee also met with representatives of the United Nations Staff Union in New York at their request.

2. A number of the reports under consideration reiterate or expand on proposals relating to human resources management that are already before the General Assembly and on which the Advisory Committee has already made recommendations (see A/62/7/Add.14). Where appropriate, therefore, the comments and recommendations set out in the present report should be read together with those set out in the Committee's previous report.

3. The Advisory Committee is aware that, in response to a request made by the Committee for Programme and Coordination (see A/61/16, para. 369), which was subsequently endorsed by the General Assembly in its resolutions 61/235 and 62/236, the Office of Internal Oversight Services has conducted an in-depth evaluation of the Office of Human Resources Management (see A/63/221).

## II. Human resources management reform

### General considerations

4. In his report on human resources management reform (A/63/282), the Secretary-General provided an overview of and update on the implementation of the reform programme set out in previous reports (A/57/387 and Corr.1, A/59/2005 and

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A/61/255). It focuses in particular on actions taken in response to the requests set out in General Assembly resolution 61/244 and outlines planned future directions. Some of the issues discussed in the overview report, such as contractual arrangements and harmonization of conditions of service, mobility and recruitment and staffing, are also presented by the Secretary-General in separate reports and dealt with by the Advisory Committee in sections III, IV and V below. Accordingly, in the present section, the Committee deals with the following issues:

- Human resources planning and monitoring
- Career development and support
- Strengthening of leadership and management capacity
- Performance management
- Human resources information technology
- Health-care services

Issues relating to accountability are discussed in the report of the Advisory Committee on that question (A/63/457). The human resources aspects of the system for the administration of justice will be dealt with by the Committee in a forthcoming report.

5. In his report on investing in people (A/61/255), the Secretary-General set out his new vision for human resources management. He underscored the need for a multi-skilled, versatile and mobile workforce and reiterated that the Organization would be known for its high standards of ethics, fairness, transparency and accountability and its culture of continuous learning, high performance, managerial excellence and respect for diversity. That vision is reaffirmed in paragraph 6 of the Secretary-General's current report (A/63/282). **The Advisory Committee wishes to emphasize the fundamental importance of human resources management reform in the context of efforts to strengthen the international civil service.**

6. The Advisory Committee notes the work done by the Task Force on Human Resources Management and the Task Force to Simplify and Streamline the Rules of Work Processes. As the Secretary-General indicated in paragraph 10 of his report, the recommendations of the two task forces have been consolidated into one set of recommendations covering nine areas, including workforce planning; the staff selection system and vacancy management; professional competitive examinations; managers' responsibilities and performance management; mobility; career development and training; the payment of staff entitlements; pension terms; and contracts and conditions of service. The recommendations have been approved for action by the Secretary-General and, upon enquiry, the Committee was informed that a number of the recommendations within the purview of the Secretary-General were currently under implementation. Others, according to the Secretary-General, require consultation with staff or such entities as the United Nations System Chief Executives Board for Coordination (CEB) or the United Nations Joint Staff Pension Fund (UNJSPF). **The Advisory Committee encourages the Secretary-General to expedite those consultations and to update the General Assembly on the work of the two task forces in his next report on human resources management.**

7. **The Advisory Committee is of the view that, in general, the report of the Secretary-General does not provide sufficient statistical data to substantiate the**

**progress reported, nor does it include benchmarks against which progress can be measured. The report also does not provide an indication of either the financial implications of the proposed initiatives or clear timelines for their implementation. Furthermore, the Committee regrets that the report does not analyse the interrelationships between the various human resources reform proposals, nor does it convey a sense of the relative priority accorded to each proposal. In this regard, it recalls the comments and recommendations of the Board of Auditors (see A/63/5 (Vol. I), chap. II, paras. 242-248).**

8. **The Advisory Committee emphasizes the importance of a phased approach to the implementation of reform measures in order to allow sufficient time for improvements to take effect before moving from one phase to the next, as well as the need to prioritize such measures. The Committee is also concerned about the tendency of the Office of Human Resources Management to embark upon new reform initiatives without first having evaluated the effects of those which have been implemented previously. The Committee recommends that the Secretary-General ensure that future reform proposals are accompanied by a comprehensive results and impact assessment of earlier reforms and existing arrangements, as well as a cost-benefit analysis of new initiatives.**

**Human resources planning and monitoring**

9. The Secretary-General indicated in paragraph 19 of his report that the overall aims in the area of human resources planning and monitoring are to implement a medium-term integrated workforce planning system and to develop supporting tools that facilitate meeting the Organization's human resources targets at the level of individual departments and offices and the Secretariat as a whole. In this connection, the Advisory Committee notes the acknowledgement by the Task Force on Human Resources Management that strategic workforce planning is a key priority for departments. The Committee also notes the planned introduction of systematic workforce planning. **The Committee is of the view, however, that in an international civil service this type of tool should have been in place, particularly given the challenges faced by the Organization as a result of the demographic transition in the Secretariat (see A/63/310, para. 79, and A/62/628/Add.1, para. 9). The Committee urges the Secretary-General to pursue efforts in this area as a matter of priority.**

10. According to the Secretary-General, departmental planning and performance in the area of human resources management are underpinned by the human resources action plan system and the senior managers' compacts with the Secretary-General (A/63/282, para. 21). The Secretary-General indicated that the compacts and action plans are important elements of the organizational accountability framework and that their implementation is monitored by the Department of Management and reviewed by the Management Performance Board (ibid., para. 22). The Advisory Committee notes the efforts made to increase accountability for planning and performance at the senior level, but also notes that, although departmental human resources planning exercises are currently in their fifth cycle, the report of the Secretary-General does not contain an analysis of the results achieved to date. Furthermore, there is no indication in the report of how compliance with the goals and targets set out in the action plans and compacts is measured, nor is there any information on measures to deal with the inability or failure to achieve those goals

and targets. **The Committee recommends that the General Assembly request the Secretary-General to carry out such analyses and to report to the Assembly on the results.**

11. In paragraph 40 of his report, the Secretary-General indicated that the Office of Human Resources Management would continue to seek ways to strengthen its capacity for the practical implementation of the monitoring framework. In this connection, the Advisory Committee recalls that, in its resolution 57/305, the General Assembly endorsed the Secretary-General's approach to developing a more robust monitoring capacity in the Office. Upon request, the Committee was provided with generic terms of reference for the monitoring of human resources in offices and departments of the United Nations and in peacekeeping operations. **The Committee emphasizes the need to ensure effective monitoring and the provision of adequate guidance by the Office of Human Resources Management on the delegation of authority for human resources management, as well as clearly defined consequences for the failure to exercise such delegated authority in the proper manner. In the view of the Committee, the Secretary-General should have provided in his report more detailed information on the specific instruments envisaged to supplement the monitoring missions undertaken by the Office, as well as on the self-monitoring mechanism referred to in paragraph 39 of the report. The Secretary-General should also ensure attention to self-monitoring at the departmental level.**

12. **The Advisory Committee believes that robust and proactive monitoring is essential to ensure accountability at all levels. Accordingly, the Committee recommends that the Office of Human Resources Management continue to strengthen its monitoring of delegated authority for human resources management, including compliance with geographic and gender targets and the prompt filling of vacancies.**

**Career development and support**

13. In paragraphs 103 to 125 of his report, the Secretary-General set out his views on career development and support. He argued, in particular, that the implementation of career models, with potential career paths and specific development requirements, would strengthen the ability of the United Nations to recruit and retain talent, particularly since research has shown that young professionals increasingly look at possibilities for learning, growth and development when choosing an employer.

14. As indicated by the Secretary-General in paragraph 111 of his report, the current staff development policy includes both centrally organized programmes to build organizational capacity and support organizational reform and decentralized programmes whereby each year resources for the upgrading of specific substantive and technical skills are allocated directly to individual departments and offices on the basis of annual needs assessments. In paragraph 119 of the report, the Secretary-General noted that, over the past three bienniums, training funds have amounted to less than 1 per cent of staff costs, which falls short of the minimum level of 2 per cent endorsed by CEB. He went on to assert that a sizeable increase in resources for staff development and career support was needed.

15. **The Advisory Committee has in the past expressed its support for training as an important aspect of staff development and its belief that the United**

**Nations should be an organization that nurtures talent, learning and professional development on the part of its staff (see A/61/537, para. 44). However, the Committee is of the opinion that clearer linkages should be made between training programmes and career paths, and that a more integrated, strategic and results-based approach to training, encompassing both Headquarters and the field, is needed, starting with the implementation of a selected number of the multiple priority issues listed in paragraph 125 of the report of the Secretary-General, including, in particular, the development of an inventory of critical skills. In this regard, the Committee recalls General Assembly resolution 61/244, in which the Assembly emphasized the importance of defining the target and strategy of training and career development.**

16. **The Advisory Committee recalls the relevant resolutions of the General Assembly pertaining to the working and official languages of the United Nations and stresses the importance of compliance with the relevant legislative mandates.**

17. **As regards the ongoing process of harmonizing language programmes, referred to by the Secretary-General in paragraph 125 (j) of his report, the Advisory Committee is of the view that the Secretary-General should ensure that a consistent approach is taken to language courses in all duty stations, including those where the local language is not one of the official languages of the United Nations. Staff serving in such duty stations whose work requires knowledge of the local language or languages should have access to appropriate courses.**

18. **Taking into account the foregoing observations, the Advisory Committee recommends that the General Assembly request the Secretary-General to develop a comprehensive training strategy applicable to staff serving both at Headquarters and in the field and based on sound workforce planning techniques and organizational needs. At the implementation stage, he should ensure that training programmes are planned and managed in a transparent manner and that staff are adequately informed of the availability of the programmes. The impact of such programmes on enhancing staff members' ability to discharge their duties should subsequently be evaluated and the efficiency and effectiveness with which such programmes are conducted should be reviewed.**

**Strengthening leadership and management capacity**

19. The Secretary-General indicated in paragraphs 128 to 133 of his report that the Organization's approach to managerial and leadership development includes targeted programmes for Professional staff at all levels and a variety of tools to enhance capacity. In future, the Secretary-General envisages reviewing and enhancing existing programmes and, subject to the availability of the necessary resources, significantly extending their provision to cover peacekeeping and field operations.

20. According to the Secretary-General, in late 2007, as part of its commitment to the systematic strengthening of leadership throughout the United Nations system, the Secretariat participated in the pilot of the inter-agency senior management network leadership development programme, which is a key component of the proposals for the establishment of the Senior Management Network. The

programme, which is based on a set of core competencies developed for the Senior Management Network, is intended to build managerial and leadership capacity across the system; foster shared standards and approaches as well as a common managerial culture across the system; contribute to a more professional management function throughout the system; and promote inter-agency coordination and mobility (see A/63/282, para. 133). As requested by the General Assembly in its resolution 61/239, section II.C, the International Civil Service Commission, in its report for 2008, provided a progress report on the Senior Management Network (A/63/30, paras. 174-181). The Advisory Committee notes that the inter-agency senior management network leadership development programme is still a pilot project, which would need to be redesigned to focus on leading change within the United Nations system and on the six identified United Nations leadership competencies, and that the establishment of the proposed Senior Management Network remains subject to the approval of the Assembly, as well as to the provision of the necessary funds and resources by Member States.

21. **The Advisory Committee agrees that the Organization's capacity to effectively meet current and future challenges and successfully drive organizational change depends to a large extent on skilful leadership and management (see A/63/282, para. 126), particularly at the most senior levels. As such, the Committee is supportive of efforts to systematically build management and leadership capacity through the implementation of focused management-oriented training. In this connection, the Committee encourages the Secretary-General to continue to make use of relevant existing mechanisms.**

22. With regard to the Secretary-General's proposal on the identification and grooming of promising staff (ibid., para. 136), the Advisory Committee was informed, upon enquiry, that design and development work for a new programme to identify and groom future leaders was under way, including research into existing programmes (if available) within the United Nations system and in the private and public sectors and the preparation of a statement of work detailing the specific requirements for the programme. Once completed, the procurement process would be initiated with the Procurement Service. The selection procedure for the programme would be determined by a learning advisory board, in consultation with the Office of Human Resources Management. It is expected that the Board will be established in the first quarter of 2009. **The Committee recommends, however, that the Secretary-General take a prudent approach to the identification and grooming of promising staff. The Committee also emphasizes that any measures to identify, groom and promote future leaders should be transparent, non-discriminatory, merit-based and inclusive and must be implemented within the framework of the staff selection system. The Committee recommends that the General Assembly request the Secretary-General to provide more detailed information on the proposed programme, including on its planned objectives and its relationship with relevant Assembly resolutions and the Staff Regulations and Rules.**

**Performance management**

23. The Secretary-General stated, in paragraph 140 of his report, that the performance appraisal system (PAS), a key management tool for the Organization, was in place to align the work of all staff members with the goals of the United Nations and to allow managers to monitor the performance of each member of their

team. The system was first introduced in April 1996, and the current electronic version (e-PAS) became mandatory as from April 2003. One of the primary objectives of the system is to provide a fair, equitable, transparent and measurable system of performance management for all staff members throughout the Secretariat in support of a results-based culture that recognizes and rewards excellent performance and adequately addresses underperformance. However, according to the Secretary-General, a recent review of the current e-PAS system revealed shortcomings, including ongoing difficulties with the rating system; difficulties in accessing the e-PAS electronic tool; the need for adequate, additional mandatory training for staff and management in order to ensure better application of the system; and the need to hold managers and staff accountable for e-PAS compliance. The Advisory Committee notes that an intersessional working group on performance management was established by the Staff-Management Coordination Committee and is currently working on a comprehensive proposal for a new system. In the meantime, the Office of Human Resources Management has indicated that it is taking measures to improve the electronic tool, compliance and accountability by issuing a new administrative instruction.

24. The Advisory Committee has stressed the need for reform of the current performance appraisal system and has consistently emphasized the importance of developing links between the various monitoring and evaluation systems (see A/63/457, para. 19). The Committee notes with interest the initiatives described in paragraphs 153 to 161 of the report of the Secretary-General, which include clarifying and strengthening the role of the departmental management review committees to improve the consistency of staff assessments, ratings and overall compliance, the possible introduction of a "reverse appraisal" system to allow supervisees to provide feedback on the supervision received and mandatory management training for supervisors. **The Committee stresses that a credible, fair and fully functioning performance appraisal system is critical to effective human resources management policies and therefore welcomes the efforts of the Office of Human Resources Management to improve the system.**

25. The Advisory Committee notes the Secretary-General's intention to develop a system for recognizing of the contributions of staff during the biennium 2008-2009. **In this connection, the Committee recommends that the system include incentives such as accelerated promotion as a way to motivate and reward staff for excellent performance, as well as sanctions for underperformance.** The Committee commented on this question in paragraphs 57 to 60 of its first report on the proposed programme budget for the biennium 2006-2007 (A/60/7).

26. The Advisory Committee notes the concerns regarding the credibility and effectiveness of the current performance appraisal system. According to table 2 of the report, in 2006/07, 90.7 per cent of staff were rated as fully meeting or frequently exceeding performance expectations and 8.7 per cent as consistently exceeding expectations. **The Advisory Committee stresses the need for appraisals to accurately capture the full range of performance, since this would enhance the usefulness of e-PAS as a tool for strengthening accountability.**

27. The e-PAS exercise, if properly carried out, should provide a full opportunity for two-way dialogue between staff members and their supervisors. **The Advisory Committee is of the view that the Office of Human Resources Management, in consultation with staff through the appropriate channels, should endeavour to**

**rectify the shortcomings of the present arrangements. Further efforts should also be made to achieve the target of 100 per cent e-PAS compliance set out in the senior managers' compacts, as well as to map out and strengthen the links between performance and future career prospects.**

**Human resources information technology**

28. In paragraphs 168 to 171 of his report, the Secretary-General describes three major information technology initiatives designed to streamline human resources operations. The first, an "e-staffing talent management support tool" (A/63/282, para. 168), which is intended to replace Galaxy, was approved by the General Assembly in its resolution 61/244. The Assembly allocated resources for 2007 to initiate the project, and the Office of Human Resources Management has now procured the necessary software and is planning to roll out the new system in phases during 2009. The second initiative is a learning management system, which would be developed as a central technical component of the United Nations Virtual Academy and would manage learning resources globally and provide access to them. The third project, approved by the Assembly in the same resolution, consists in developing a repository of electronically stored human resources information, which would serve as the official source of data for human resources. The repository is designed to facilitate reporting and analysis and will serve as a foundation for the business intelligence framework.

29. **The Advisory Committee expects that the Office of Human Resources Management, and the Department of Management in general, will continue to work closely with the Chief Information Technology Officer to ensure that the new information technology initiatives are appropriately aligned with the future enterprise resource planning system. It also expects that improved access to online courses will result in lower travel costs associated with training programmes. The Committee draws attention to the detailed comments on human resources information technology tools contained in its report on information and communications technology (A/63/487 and Corr.1) and recommends that the Secretary-General provide to the General Assembly at its sixty-fifth session an analysis of gains in efficiency, transparency and accountability as a result of the introduction of the new systems.**

**Health-care services**

30. As indicated in paragraph 181 of the report of the Secretary-General, the Office of Human Resources Management provides a comprehensive occupational health service to United Nations staff system-wide, including health promotion, clinical care and travel health services, as well as advice to the administration of the United Nations and the funds and programmes, in particular the Department of Peacekeeping Operations and the Department of Field Support, on clinical and medico-administrative issues. In addition, it provides medical advice to United Nations medical staff and facilities system-wide, coordinates the implementation of policies on medical and health care and provides technical oversight services.

31. **Given the relevance of health-care services to all staff, regardless of their occupation or location, the Advisory Committee attaches great importance to this issue. It therefore welcomes the intention of the Office of Human Resources Management to realign its strategic emphasis in order to adopt a more modern,**

**health promotion-based occupational health-care service, as well as the ongoing efforts to introduce a comprehensive electronic occupational health management system, including electronic medical records. The Committee also highlights the relationship between health-care services and staff morale and, by extension, performance, as well as the relevance of the Organization's health-care arrangements for staff mobility.** Upon enquiry, the Committee was informed that a number of exemptions from the managed reassignment programme had been granted on medical grounds. It is possible that, if staff felt more confident about the provision of medical services in offices away from Headquarters, they would be more willing to accept assignments to those offices.

### Staff-management relations

32. The Advisory Committee notes that, as indicated in paragraph 69 of the note by the Secretary-General containing the views of the staff representatives of the United Nations Secretariat (A/C.5/63/3/Add.2), the United Nations Staff Union in New York and the Staff Coordinating Council in Geneva have withdrawn from participation in the Staff-Management Coordination Committee. Upon request, the Committee was provided with the following information on the percentage of staff represented at the 2008 meeting of the Committee:

| | *Number* | *Percentage of total* |
|---|---|---|
| **Total staff, as at 30 June 2008** | **39 503** | **100** |
| **Staff represented** | **13 635** | **34.52** |
| Vienna (United Nations Office at Vienna and United Nations Office on Drugs and Crime) | 1 045 | |
| Santiago (Economic Commission for Latin America and the Caribbean) | 654 | |
| Addis Ababa (Economic Commission for Africa) | 764 | |
| Brindisi (Field Staff Union, field missions administered by the Department of Peacekeeping Operations) | 6 608 | |
| Nairobi (United Nations Office at Nairobi, United Nations Environment Programme and United Nations Human Settlements Programme) | 1 919 | |
| Bangkok (Economic and Social Commission for Asia and the Pacific) | 569 | |
| The Hague (International Criminal Tribunal for the Former Yugoslavia) | 1 076 | |
| Arusha (International Criminal Tribunal for Rwanda) | 1 000 | |
| **Staff not represented** | **25 868** | **65.48** |
| Headquarters departments | 6 718 | |
| Local field staff represented by Staff Union in New York | 15 218 | |
| United Nations Office at Geneva departments | 3 203 | |
| Economic and Social Commission for Western Asia | 360 | |
| Office for the Coordination of Humanitarian Affairs and Office of Internal Oversight Services (other duty stations) | 369 | |

33. The Staff-Management Coordination Committee, as indicated in paragraph 11 of the report of the Secretary-General (A/63/282), is the Secretariat-wide joint mechanism established by the Secretary-General, in accordance with the Staff Regulations and Rules, to advise him on issues of staff welfare, conditions of work and other personnel policies. **The Advisory Committee is concerned about the ongoing stalemate between staff and management, which has a negative impact on their relations. It recalls article VIII of the Staff Regulations and section I, paragraph 1, of General Assembly resolution 61/244, and in this regard recommends that the Assembly request the Secretary-General to continue his efforts to resolve the situation expeditiously, a course of action that, in the Committee's view, requires the good-faith cooperation of all parties concerned.**

**Conclusion**

34. The Advisory Committee notes that the Secretary-General is not requesting the explicit approval of any specific proposal or initiative (see A/63/282, para. 189 (a)). **For its part, the Committee has made a number of specific comments, observations and recommendations on the report of the Secretary-General, including on the ability of the Secretariat to implement the full range of initiatives proposed (see, in particular, paras. 7 and 8 above). The Committee also points out that the Secretary-General, in his report on human resources management reform, does not set out the financial implications of the measures envisaged. In the Committee's view, it will be difficult for the General Assembly to form its views on the new measures proposed without information on their financial implications. The Committee is therefore of the opinion that even though the report is not a budget document, the Secretary-General should provide an indication to the Assembly of the financial and other administrative implications of the proposals put forward. In the view of the Committee, an appropriate time for this could be during the Assembly's deliberations on the agenda item entitled "Review of the efficiency of the administrative and financial functioning of the United Nations", which includes the budget outline. The Committee also recommends that, in future reports on human resources management, the Secretary-General respond more specifically to the provisions of resolution 61/244 and relevant subsequent resolutions.**

## III. Streamlining contractual arrangements and harmonizing conditions of service

35. The report of the Secretary-General includes a summary of his proposals for the streamlining of contractual arrangements and the harmonization of conditions of service, including for United Nations field operations (A/63/298). For its consideration of this matter, the Advisory Committee also had before it the report of the Secretary-General setting out the amendments to the Staff Regulations that would be required if the General Assembly were to approve the Secretary-General's proposals (A/63/189). The proposals were originally submitted to the Assembly at its sixty-second session (see A/62/274), and the Advisory Committee had considered and made recommendations on most of them (see A/62/7/Add.14, sect. II). The Committee therefore confines its comments to those issues it regards as outstanding, namely, the procedures for granting and terminating continuing appointments; the eligibility of staff recruited through the national competitive examination for

consideration for continuing appointments; the establishment of a ceiling on the number of conversions to continuing appointments; and termination payments.

36. As indicated in paragraph 23 of the report of the Secretary-General, the cases of staff members eligible for consideration for a continuing appointment (i.e., those who have completed five years of continuous service in the Organization) would be reviewed by an advisory body, which would consider the need for the staff member's services in the Organization as a whole. In response to concerns expressed by the International Civil Service Commission, as well as by the Advisory Committee, that the Secretary-General's proposal on continuing appointments would be tantamount to automatic conversion, paragraph 24 of the report sets out procedures for the rigorous review of both the performance of staff and the continuing need for the related functions. **The Committee regrets that the Secretary-General has merely presented an outline of the procedures; further details, in particular regarding the modalities for determining whether there is a continuing need for an individual staff member's services, should be elaborated and presented to the General Assembly, together with information about the composition of the above-mentioned advisory body and its rules of procedure. Given the significant role played by the performance appraisal system in the proposed conversion procedure, the Committee is of the opinion that it is all the more important to take the measures necessary to strengthen that system (see paras. 23-27 above).**

37. In paragraphs 20 to 22 of his report, the Secretary-General reiterates his proposal that staff members recruited through the national competitive examination should be considered for continuing appointments after five years' service. The International Civil Service Commission considered that the staff members concerned should be considered after two years' service. **The Advisory Committee agrees with the Joint Inspection Unit and the Commission that the national competitive examination is a valuable tool providing a pool of young, talented recruits while at the same time contributing to compliance with geographical and gender mandates (see A/62/707 and A/61/30/Add.1) and, in this connection, draws attention to section III of General Assembly resolution 61/244, in which the Assembly noted with concern that a large number of candidates who had passed the examination remained on the roster for years. The Committee concurs with the Secretary-General that it is important to avoid creating different categories of staff with different thresholds for consideration for a continuing appointment. It therefore recommends that all staff, regardless of the mode of recruitment, be eligible for consideration for a continuing appointment after five years' continuous service on fixed-term appointments.** The Advisory Committee comments in more detail on the national competitive examination as a recruitment tool in paragraphs 60 and 61 below.

38. In its initial comments on the proposals, the Advisory Committee requested the Secretary-General to report on issues associated with the establishment of a ceiling on the number of annual conversions to continuing appointments in the context of his report to the Assembly at its sixty-third session (see A/62/7/Add.14, para. 13). In response to that request, the Secretary-General has reviewed those issues and, following consultations with staff representatives, has concluded that the introduction of a ceiling would not be in the interest of the Organization, nor would it be fair to staff. Upon enquiry, representatives of the Office of Human Resources Management informed the Committee that the Secretary-General had been unable to

identify an objective criterion to justify that measure. The Committee requested, but did not receive, information indicating how many current staff members will have reached the eligibility threshold for conversion to a continuing contract by 1 July 2009. **That information should be provided to the Assembly for its consideration of this question.**

39. **The Advisory Committee has consistently maintained that the Organization's staff selection system must be transparent and objective and ensure the equitable treatment of all staff. While reiterating its view that a prudent approach to conversions will be required, the Committee recommends against the establishment of a ceiling at the present stage. The Committee notes in this regard that conversion will, in any case, be an inherently phased process.**

40. Upon enquiry, the Advisory Committee was informed that, as at 1 July 2009, 746 staff members would be eligible for consideration for conversion to a permanent appointment pursuant to staff rule 104.12 (b) (iii). In order to protect the acquired rights of those individuals, the Secretary-General has proposed that, when the Staff Rules are amended to replace permanent appointments with continuing appointments, a one-time review be conducted of all fixed-term staff appointed under the 100 series of the Staff Rules who met the conditions set out in staff rule 104.12 (b) (iii) at the time the amended Staff Rules came into force. Upon enquiry, the Committee was also informed that, when acquired rights are at issue, consistent efforts have been made to ensure that any changes introducing less favourable conditions of service are applied only prospectively. **The Advisory Committee notes this assertion and requests that the relevant practices be reflected in future reports.**

41. As regards the procedures for the termination of continuing contracts, the Advisory Committee notes the effort made by the Secretary-General to respond to the request of the Committee contained in paragraph 23 of its previous report on human resources management (A/62/7/Add.14). **However, in the Committee's view, the proposed internal procedure for termination continues to lack clarity. In particular, although the phrase "in the interests of the good administration of the Organization" is already part of staff regulation 9.1 (see ST/SGB/2008/4), the Secretary-General's definition of the scope of this phrase, as set out in paragraph 29 of his report, is very general and its application may lead to legal challenges. Given that the proposed amendment to staff regulation 9.1 (see A/63/189, annex I) is derived from proposals on the streamlining of contractual arrangements and the harmonization of conditions of service, the Committee is of the view that it would be best to consider further all the potential ramifications of the proposed amendment.**

42. **On the issue of an end-of-service grant for staff holding fixed-term appointments, the Advisory Committee recommends deferring a decision until the International Civil Service Commission has concluded its deliberations on the matter.**

43. The Advisory Committee was provided, upon request, with updated estimated financial implications, as at 1 October 2008, for the designation of missions as family or non-family without the special operations approach, in line with the recommendation of the Committee contained in paragraph 35 of document A/62/7/Add.14. Those figures are set out in annex II to the present report.

44. In response to its request for further information on how the proposed streamlined contractual arrangements and harmonized conditions of service would affect staff in the Field Service category, the Advisory Committee was informed that, upon the introduction of harmonized conditions of service without the special operations approach, field staff at the lower levels of the Field Service category, particularly single staff members, could experience a loss of salaries and allowances when moving from the mission subsistence allowance regime model to the post adjustment model. Field Service staff without dependants could experience a loss of income in the United Nations Mission in the Central African Republic and Chad, the United Nations Operation in Côte d'Ivoire, the United Nations Organization Mission in the Democratic Republic of the Congo, the United Nations Stabilization Mission in Haiti, the United Nations Mission in Liberia, the United Nations Mission in the Sudan and the African Union-United Nations Hybrid Operation in Darfur ranging from $995 to $17,254. This is primarily because the post adjustment is paid as a percentage of net salary, whereas the mission subsistence allowance is paid at a flat rate. **The Committee is of the view that the impact of the Secretary-General's proposals on staff in the Field Service category should have been presented earlier, given that they account for a large portion of the international staff population. Furthermore, the Committee believes that harmonization needs to be implemented in a manner that does not reduce the overall compensation of staff already serving.**

## IV. Implementation of the mobility policy

45. The report of the Secretary-General on the implementation of the mobility policy (A/63/208) was submitted pursuant to General Assembly resolution 61/244, in which the Assembly requested the Secretary-General to provide an analysis of the managed mobility programme, including information on financial implications, and also addressed mobility issues raised by the Advisory Committee in its previous report (see A/62/7/Add.14, sect. III, paras. 37-42). The report of the Secretary-General provides background information on the genesis of the mobility policy, which was conceived as a way of helping the Organization to increase its flexibility and responsiveness, improve programme delivery capacity, offer increased staff development and career advancement opportunities and develop a more comprehensive understanding of and ability to address the many facets of the Organization's work programme through greater integration (see A/63/208, para. 6). The policy was introduced and progressively refined in response to a series of Assembly resolutions (including 49/222, 51/226, 53/221 and 55/258) and ultimately integrated into a new staff selection system, which took effect on 1 May 2002 (see ST/SGB/2002/5, ST/AI/2002/4, ST/AI/2005/8, ST/AI/2006/3 and ST/AI/2007/2).

46. In his report, the Secretary-General noted the difficulties experienced in the initial implementation of the managed reassignment programmes. **Under the circumstances, the Advisory Committee supports the Secretary-General's intention to suspend the programmes in their current form after the final exercise is concluded for staff at the D-1 and D-2 levels and to undertake a comprehensive review of the mobility policy, in consultation with Member States and other stakeholders (see A/63/208, para. 68). The Committee also concurs with the Secretary-General that the recommendations of the Task Force on Human Resources Management, listed in paragraph 69 of the report,**

**should be taken into account during the review. The Committee notes, however, that the issue of career development for local staff (ibid., para. 69 (a) (vi)) is an ongoing management function that should not be addressed in the context of mobility, and considers that the possible inclusion of a "mobility requirement" in new offers of appointment (ibid., para. 69 (c)) requires further discussion in the context of the review of the mobility policy. The Committee further requests the Secretary-General, within the framework of the review, to respond fully to the requests of the Assembly contained in resolution 61/244 and other relevant resolutions.**

47. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General, taking into account the foregoing comments and observations of the Committee.**

## V. Recruitment and staffing

48. The report of the Secretary-General (A/63/285) contains information on progress made in advancing the reform proposals on recruitment and staffing set out in previous reports of the Secretary-General (A/61/255 and A/61/822) and responds to the outstanding requests of the Advisory Committee that the Secretary-General report at the sixty-third session on progress made in the replacement of the e-staffing tool, the implementation of pre-screened rosters and the strategic workforce planning process (see A/62/7/Add.14, paras. 56 and 57).

49. As the Secretary-General indicated in paragraph 4 of his report, the introduction of a talent management framework would be a crucial step in speeding up recruitment and ensuring that the United Nations is better equipped to meet current and future staffing needs, while increasing the opportunities for the career development of staff. The proposed talent management framework would be implemented by means of an e-staffing support tool which, as indicated in paragraph 28 above, is intended to replace Galaxy.

50. The first element of the framework described in the report of the Secretary-General is strategic workforce planning, which comprises supply/demand and gap analyses and seeks to establish a multi-year forecast of staff resources needed to support current and new mandates in the short and medium terms. Upon enquiry, the Advisory Committee was informed that the costs associated with those analyses for 2009 would be absorbed and that the need for any additional requirements would be addressed in the proposed programme budget for 2010-2011. **In this context, the Committee notes the efforts undertaken by the Secretary-General to achieve the gender balance and geographical distribution targets set by the General Assembly, but stresses that much remains to be done.**

51. The second element of the proposed talent management framework is staffing through recruitment, targeted outreach and roster management. In its resolution 61/244, the General Assembly recognized that pre-screened rosters could considerably expedite the recruitment process in the United Nations. The roster-based staffing process proposed by the Secretary-General comprises the following stages. First, generic vacancy announcements would be used to advertise openings identified through workforce planning. After applying for a generic vacancy, candidates would be screened for eligibility and basic suitability by human resources officers supported by the information technology tool. Panels of experts in

the relevant occupational group would then, by means of competency-based interviews and other assessment methods, review candidates' suitability for the types of occupations and levels in which they have expressed interest. Before placement on the roster, central review bodies would review the process leading to placement. Finally, the names of rostered candidates would be made available to programme managers, who would then make their selection decisions.

52. The Secretary-General envisages that rosters would be actively managed to ensure that candidates are available and interested in specific vacancies and that there is a sufficient number of candidates for selection for current and anticipated vacancies. Candidates would normally remain on the roster for three years, with the possibility of extension for a further two years if they confirmed their interest and availability. It is envisaged that, to ensure the viability of the roster system, it would be necessary to maintain a ratio of up to five candidates on the roster to each vacancy available.

53. **The Advisory Committee notes the emphasis on outreach and urges the Secretary-General to ensure that outreach activities focus on positions both at Headquarters and in the field.**

54. **The Advisory Committee has in the past expressed its support for rosters as a potentially important tool for the staff selection process (see A/60/7, para. 65). It stresses, however, that the preparation and maintenance of rosters could involve considerable human and financial resources. The Committee also cautions that experience has shown that rosters are not a panacea for the difficulties affecting the recruitment and staffing system.** For instance, in its review on the use of the national competitive examination as a recruitment tool (A/62/707), the Joint Inspection Unit pointed out that 30 per cent of candidates on the roster as at 31 December 2006 had been waiting for more than three years. The Board of Auditors, for its part, noted that whereas the proportion of successful national competitive examination candidates from underrepresented and overrepresented countries was, respectively, 34 per cent and zero, the proportion of people actually recruited from unrepresented or underrepresented countries was only 16 per cent, and 25 per cent of the people recruited from the roster came from countries that became overrepresented in the period between the organization of the exam and the moment of their recruitment (A/63/5 (Vol. I), chap. II, para. 252). Moreover, it is clear from the additional information provided to the Committee that there are other significant bottlenecks in the recruitment and staffing process, including the time taken to build vacancy announcements and the time taken by programme managers to assess candidates.

55. **The Advisory Committee welcomes the reduction in the average time taken to fill vacancies (162 days in 2007, as compared to 174 days previously) and trusts that once all the elements of the talent management framework are in place, the target of 100 days set by the Secretary-General in paragraph 4 of the report will be reached.**

56. Although the Secretary-General asserted that the ultimate aim of the new talent management system was to reduce the time taken to fill vacancies, other issues should be considered, in particular those relating to the transparency of the recruitment process. In this connection, the Advisory Committee notes the proposed change to the role of the central review bodies in the roster-based staffing process, namely, that under the new proposals, those bodies would no longer review the

evaluation criteria for each individual vacancy, but rather would review the process leading to the placement of candidates on the roster. **The Committee recommends that the Secretary-General further clarify the envisaged role of the central review bodies. In the Committee's view, the report would have benefited from the inclusion of more detailed information about the composition and functioning of the panels of experts in particular occupational groups, which would determine the suitability of both internal and external candidates for the types of occupations and levels for which they have expressed interest.**

57. The Advisory Committee requested but did not receive information on the number of consultants and individuals initially hired under general temporary assistance who were subsequently recruited as United Nations staff. **That information should be provided to the General Assembly for its consideration of recruitment and staffing issues.**

58. The Secretary-General indicated in paragraph 20 of his report that generic vacancy announcements would be advertised for 60 days. He proposed, however, that the General Assembly reduce the current period for advertising individual vacancies from 60 days to 30, since experience has shown that most candidates apply well before the deadline. **The Advisory Committee is not convinced that, at the present stage, the Secretary-General's proposal will contribute significantly to expediting the recruitment process. It also shares the concerns expressed by Member States that reducing the period of advertising vacancies from 60 days to a shorter period would be a disadvantage to potential candidates from some States having limited access to the United Nations website due to technology gaps. Accordingly, at this time, it recommends against reducing the period for advertising individual vacancies from 60 to 30 days.**

59. In paragraph 37 of the report of the Secretary-General, the General Assembly is requested to approve the establishment of a roster-based approach to the selection of staff for an initial period of one year. **The Advisory Committee is of the opinion that the roster-based approach proposed by the Secretary-General has not been sufficiently elaborated. The Secretary-General should present more detailed proposals to the Assembly, prepared on the basis of an in-depth evaluation of the current roster system, for Headquarters and the field.**

60. Although the report of the Secretary-General does not contain any specific proposals on the national competitive examination, the Advisory Committee wishes to take this opportunity to comment on its value as a recruitment tool. In its report entitled "Review of the national competitive recruitment examination as a recruitment tool" (A/62/707), the Joint Inspection Unit concluded that, in general, the examination serves well the objectives set by the General Assembly. It provides the Organization with highly qualified Professional staff at the entry level and is a useful, objective and competitive tool for identifying applicants who have excellent professional knowledge and skills suitable for positions in the United Nations. The overall satisfaction rate of programme managers with the performance of staff recruited through the national competitive examination is high (ibid., executive summary). However, the Joint Inspection Unit also highlights a number of flaws in the process as currently administered, including the excessively long duration of the cycle, poor roster management and the fact that the planning process for the examination is unreliable and not part of the Organization's overall strategic labour-force planning. The Ombudsman has pointed out that many candidates recruited

through the examination have reported difficulties in moving from the P-2 to the P-3 level (see A/63/283).

61. **The Advisory Committee agrees with the assessment of the Joint Inspection Unit and draws attention to the comments of the Ombudsman. It also points to the comments and recommendations of the Board of Auditors (see A/63/5 (Vol. I), chap. II, paras. 255-258). The Committee recommends that the shortcomings identified by the Board of Auditors, the Joint Inspection Unit and the Ombudsman be addressed. The Committee further urges the Secretary-General to take measures to accelerate the recruitment of candidates who have passed the national competitive examination (see resolution 61/244, sect. III, para. 1).**

62. **The Advisory Committee takes the view that consideration should be given to broadening the scope of the national competitive examination to cover more posts than those subject to geographical distribution.** Indeed, as indicated in paragraph 17 of the Secretary-General's comments on the report of the Joint Inspection Unit (A/62/707/Add.1), the Office of Human Resources Management has already widened the possibility of recruiting national competitive examination candidates for extrabudgetary and peacekeeping support account posts and intends to consider further steps in this respect in line with the current mandates of the General Assembly. **Accordingly, the Advisory Committee recommends that the Assembly consider requesting, for consideration at its sixty-fifth session, a feasibility study, building on reports of oversight bodies, to determine whether broadening the scope of the national competitive examination would serve to further strengthen the Organization's capacity for programme delivery.**

## VI. Special measures for protection from sexual exploitation and sexual abuse

63. The report of the Secretary-General on special measures for protection from sexual exploitation and sexual abuse (A/62/890) was submitted in compliance with General Assembly resolution 57/306, in which the Assembly requested the Secretary-General to maintain data on investigations into sexual exploitation and related offences. The report presents data on allegations in the United Nations system for 2007. It also describes progress made in the enforcement of related United Nations standards of conduct.

64. The Advisory Committee notes that, as indicated in section III of the report, the total number of allegations has declined substantially, with only 159 cases reported in 2007 as compared with 371 in 2006. Although there was an increase in the number of allegations relating to personnel from United Nations entities other than the Department of Peacekeeping Operations (31, as opposed to 14 in 2006), the majority of allegations, or 127 of the total, involved peacekeeping personnel. The Committee notes that that figure represents a 64 per cent decrease as compared with the preceding period and can be partly attributed to preventive measures, such as increasing training and awareness-raising activities. It should be pointed out, however, that reports from other organizations suggest chronic underreporting of allegations against United Nations personnel, as well as against personnel from the international aid community.

65. The Advisory Committee notes the strengthening of measures for protection from sexual exploitation and sexual abuse (see A/62/890, sect. IV). **The Committee recommends that the General Assembly take note of the report of the Secretary-General.**

## VII. Practice of the Secretary-General in disciplinary matters and possible criminal behaviour

66. The report on the practice of the Secretary-General in disciplinary matters and possible criminal behaviour, which covers the period from 1 July 2007 to 30 June 2008 (A/63/202), was submitted in response to General Assembly resolution 59/287, in which the Assembly requested the Secretary-General to provide information on an annual basis on all actions taken in cases of proven misconduct and/or criminal behaviour and the disciplinary action and, where appropriate, legal action taken in accordance with established procedures and regulations. The report provides a broad overview of the administrative machinery in disciplinary matters, a summary of the cases in respect of which the Secretary-General imposed a disciplinary measure during the reporting period and information on the practice of the Secretary-General in cases of possible criminal behaviour.

67. The Advisory Committee has commented in more detail on disciplinary issues in its report on investigations (A/63/492). In addition, issues relating to the delegation of authority for disciplinary matters to the field will be dealt with by the Committee in its forthcoming report on the administration of justice.

## VIII. Gratis personnel provided by Governments and other entities

68. The report of the Secretary-General on gratis personnel provided by Governments and other entities (A/63/310/Add.1) was submitted in response to requests contained in General Assembly resolutions 51/243 and 57/281 B and covers 2006 and 2007.

69. The Advisory Committee notes that the total number of type I gratis personnel (associate experts, technical cooperation experts and interns) engaged in 2007 increased by 10 per cent as compared with 2006 (from 1,767 to 1,952), owing primarily to a 10 per cent increase in the number of interns. The geographical representation of type I gratis personnel showed a positive trend, and the representation of women remained high.

70. As for type II gratis personnel, who can be accepted on an exceptional basis to provide expertise not available within the Organization and for very specialized functions or to provide temporary and urgent assistance in the case of new and/or expanded mandates, the Advisory Committee notes that, as compared with the preceding biennium, the use of such personnel by the Office for the Coordination of Humanitarian Affairs decreased by nearly half (from 85 in 2004 to 45 in 2007). However, owing to a rise in the number of small and mid-size emergencies, flash appeals and activities related to the coordination of emergency relief managed by the Office, the number of individuals engaged by the latter more than doubled during the reporting period (from 23 in 2006 to 54 in 2007). During the same

period, the average length of service of individuals recruited as type II gratis personnel decreased from 4.3 to 3.9 months per year.

71. The annex to the Secretary-General's report contains eight separate tables providing data, separately and by year, on nationality, gender, departmental assignment and functions performed by each type of gratis personnel. **In this connection, the Advisory Committee recalls that, with reference to the previous report of the Secretary-General on gratis personnel provided by Governments and other entities (A/61/257/Add.1), it had noted that this presentation made it difficult to compare trends for each year of the biennium. Accordingly, the Committee reiterates its request that the format of the tables be streamlined so as to consolidate the information for the two years of the biennium into a single table (see A/61/537, para. 81).**

72. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General, taking into account the foregoing comments and observations of the Committee.**

## IX. Employment of retirees and retired former staff and extension of staff beyond the mandatory age of separation

73. The report of the Secretary-General on the employment of retirees and retired former staff and the extension of staff beyond the mandatory age of separation (A/63/310/Add.2) was submitted pursuant to General Assembly decision 51/408 and subsequent resolutions of the Assembly (including 57/305, 59/266 and 61/244), and provides information concerning the employment of retired staff in the Secretariat during the biennium 2006-2007.

74. The Advisory Committee notes from the report that during the reporting period, a total of 979 individual retirees were employed, representing an increase of 99.4 per cent over the biennium 2004-2005. The total expenditure rose by 49.1 per cent, from $33.5 million to $50 million, although the average per day cost of a retiree decreased by 17.9 per cent. That situation is due mainly to the engagement of a larger number of retirees in the General Service and related categories. As indicated in paragraph 29 of the report, during the biennium 2006-2007 46 retirees served in decision-making positions in 20 departments and offices. In paragraph 34, it is reported that during the same period, 272 staff members were retained beyond the mandatory age of separation, representing an increase of 22.5 per cent over the preceding biennium. The language and related services remained the largest users of retirees in terms of both the number of days worked and the expenditure incurred by the Organization. That situation is due primarily to the high retirement rate, exacerbated by uneven results in the replenishment of language examination rosters and growing global competition from other employers. Field operations have also used retirees to meet their expanding and evolving needs.

75. Upon enquiry, the Advisory Committee was informed that former staff receiving a pension benefit from the United Nations Joint Staff Pension Fund were subject to restrictions on their earnings (see ST/AI/2003/8 and Amend.1). Language service staff may not earn more than the monetary equivalent of 125 days for work performed and/or services provided during a calendar year (see A/63/509, annex). All other former staff may not earn more than $22,000 for work performed and/or

services provided during a calendar year. Their cumulative period of service must not exceed six months per calendar year. Retirees who exceed those limits cease to receive pension benefits and must resume their contributions to the Pension Fund.

76. **The Advisory Committee is of the opinion that the annual report of the Secretary-General on the employment of retirees contributes to enhancing the transparency of human resources management practices. However, the sizeable amount of data contained in the report requires further analysis. In future, the Secretary-General should focus on identifying the possible reasons for patterns and trends that emerge from the data presented, together with an indication of whether such trends are positive or negative and possible approaches to remedying negative developments.**

77. The Advisory Committee recognizes that in certain departments, in particular the Department for General Assembly and Conference Management, the use of retirees has notable advantages, not least because language staff having retired from the Organization have a solid knowledge of United Nations terminology, thereby allowing them to work with minimal supervision. **The Committee is concerned, however, that this trend is becoming more widespread in other departments and offices of the United Nations.** Indeed, upon enquiry, the Committee was informed that staff members were often extended beyond the mandatory age of separation pending recruitment of a replacement. **The Committee is of the view that this situation can and should be avoided through rigorous succession planning and the issuance of vacancy announcements six months before the anticipated retirement. The Committee also points out that the employment of retirees in decision-making positions has been strongly discouraged by the General Assembly and, as such, should be contemplated only in exceptional circumstances.**

78. In this general context, the Secretary-General and the International Civil Service Commission may wish to explore the possibility of changing the mandatory age of separation, taking into account such issues as the rejuvenation of the Secretariat, vacancy rates and the actuarial implications of that course of action for the Pension Fund.

79. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General, taking into account the foregoing comments and observations of the Committee.**

## X. Consultants and individual contractors

80. The report of the Secretary-General on consultants and individual contractors (A/63/310/Add.3) was submitted pursuant to General Assembly resolutions 61/244, 59/266 and 57/305, in which the Secretary-General was requested to report biennially on the use of consultants and individual contractors and the factors contributing to their use.

81. The Secretary-General indicated in paragraph 8 of the report that the total number of consultants and individual contractors hired during the reporting period increased by 88.7 per cent and 166.6 per cent, respectively, as compared with the preceding biennium, although that increase is attributable partly to the expanded scope of the data included in the report and the new methodology adopted. The

Advisory Committee notes that for the same period, the total combined expenditure on consultants and individual contractors totalled $131.5 million, an increase of $59.1 million (138.9 per cent) and $19.8 million (197.2 per cent) respectively. While the average cost of a consultancy contract increased, the average cost of hiring an individual contractor decreased. The average daily cost of both consultants and individual contractors decreased as compared to the previous biennium. During the reporting period, the percentage of women consultants steadily increased and, in the case of individual contractors, gender parity was reached.

82. According to the report, the majority of consultants were engaged for programme implementation and advisory services, while individual contractors were, for the most part, used for the preparation of meetings, lectures and training courses, as well as for advisory services. The Department of Economic and Social Affairs, the Economic Commission for Africa, the Economic Commission for Latin America and the Caribbean, the United Nations Conference on Trade and Development and the United Nations Environment Programme were the primary employers of consultants and individual contractors. As indicated in paragraph 32 of the report, the results of a survey conducted by the Office of Human Resources Management revealed that about one third of departments and offices used some kind of roster of consultants. It is envisaged that a global roster of consultants could be incorporated into the new enterprise resource planning system.

83. **The Advisory Committee regrets that the Secretary-General has not reported on factors contributing to the use of consultants and individual contractors, as requested by the General Assembly in its resolution 57/305. Accordingly, the Committee reiterates its previous request that the raw data contained in the report be supplemented by an analysis of those factors (see A/61/537, para. 88). Future reports should also contain definitions of the terms "consultant", "individual contractor" and "institutional contractor" used by the Secretary-General.**

84. The Advisory Committee notes the increase in the number of consultants and individual contractors. From additional information provided upon request, the Committee concludes that in many instances consultants have been hired for long periods of time (in excess of 24 months) and that many were engaged in core activities that could have been carried out by staff. **The Committee stresses that the use of consultants should be governed by the relevant General Assembly resolutions (see, in particular, resolution 53/221, sect. VIII). Although the Committee understands that in some instances the necessary skills and expertise for a particular project cannot be found within the Secretariat, it is nevertheless of the view that greater use should be made of in-house capacity in some areas for which consultants are routinely hired.**

85. The Advisory Committee notes that the report provides very little information about institutional contractors and the circumstances in which they are used. **In this connection, the Committee reiterates its previous request that, in future reports, the Secretary-General provide detailed information on institutional contractors, including institution, duration and expenditure (see A/61/537, para. 89).**

86. The Advisory Committee recalls that the General Assembly has repeatedly expressed concern about the management of the recruitment process for consultants and individual contractors. In this connection, the Board of Auditors has identified

significant shortcomings in the selection procedures used by the Department of Economic and Social Affairs. Indeed, according to the Board, there is at no stage in the procedure any check to guarantee the transparency of choices made (A/63/5 (Vol. I), chap. II, para. 307). The Committee has commented on this issue (see A/63/474). The Committee also draws attention to the other comments and recommendations of the Board of Auditors (see A/63/5 (Vol. I), chap. II, paras. 295-309). **The Committee recommends that the Secretary-General be requested to adhere to existing guidelines on the selection and recruitment of consultants and individual contractors Secretariat-wide. In this context, the Committee also stresses the need for the Secretary-General to make every effort to select consultants from the widest possible geographical base.**

87. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General, taking into account the foregoing comments and observations of the Committee.**

## XI. Measures to improve the balance in the geographical distribution of staff in the Office of the United Nations High Commissioner for Human Rights

88. The report of the Secretary-General on measures to improve the balance in the geographical distribution of staff in the Office of the United Nations High Commissioner for Human Rights (A/63/204) provides information on the measures taken by the Office in response to the request contained in General Assembly resolution 62/236. As the Secretary-General indicated in section II of the report, the measures currently being implemented include the holding of another round of national competitive examinations in human rights; the widest possible circulation of vacancy announcements; and, as approved by the General Assembly in its resolution 61/159, the application of a temporary mechanism whereby the recruitment of staff at the P-3 level is not restricted to successful national competitive examination candidates. According to the Secretary-General, those measures had resulted in a substantial improvement in the overall geographic diversity of the Office over the previous 18 months (ibid., para. 8).

89. The Advisory Committee notes the steps taken by the Office of the High Commissioner. **It believes, however, that further progress is required in order that it may respond fully to the request of the General Assembly contained in paragraph 98 of its resolution 62/236. Given the nature of the work done by the Office, the Committee is of the view that it is essential for the Office to have broad geographical representation among its staff. The Committee suggests that, in order to further the objectives of the Assembly, the Secretary-General may wish to report on how progress in the area of geographical representation is measured and achieved, including through the use of the senior managers' compacts, human resources action plans and outreach activities.**

90. The Advisory Committee points out that the policies governing staff selection and geographical distribution apply to the Secretariat as a whole. It further points out that the system of geographic ranges relates to individual countries (see, inter alia, General Assembly resolution 61/244, sect. X, para. 10). In this connection, the Committee notes that the table in paragraph 8 of the report of the Secretary-General illustrates staff representation in the Office by regional group. **The Committee**

**therefore recommends that the Assembly request the Secretary-General to include in future reports statistical information on geographical distribution by country.**

91. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General, taking into account the foregoing comments and observations of the Committee.**

## XII. Activities of the Ethics Office

92. The report of the Secretary-General on the activities of the Ethics Office (A/63/301) was submitted pursuant to paragraph 16 (i) of General Assembly resolution 60/254. The report covers the period from 1 August 2007 to 31 July 2008.

93. In paragraph 5 of the report, it is recalled that the objective of the Ethics Office, as set out in Secretary-General's bulletin ST/SGB/2005/22, is to assist in ensuring that all staff members observe and perform their functions consistent with the highest standards of integrity, as envisaged in the Charter of the United Nations.

94. The Advisory Committee notes the Secretary-General's efforts to consolidate a culture of ethics and integrity at the United Nations Secretariat. However, the report does not include a clear description of the Office's workplan or an assessment of the impact of its activities. Furthermore, the information on the financial disclosure programme set out in paragraphs 35 to 46 of the report is unclear and lacks analysis. **Accordingly, the Committee recommends that in future reports on the activities of the Ethics Office, the Secretary-General provide clear and precise data, by duty station, on the number of individuals covered by the programme, the number of individuals who have complied with their filing obligations, the number of individuals who have failed to comply with those obligations and the reasons for their failure to comply.**

95. The Advisory Committee recognizes the role of the Ethics Office in the provision of advice to staff members. Indeed, as indicated in paragraph 7 of the report, 77 per cent of the total request volume during the reporting period corresponded to requests for advice. In paragraph 53 of his report, however, the Secretary-General indicates that "the seemingly overlapping mandates" of the Ethics Office, the Office of the Ombudsman, the Administrative Law Unit of the Office of Human Resources Management, the Office of Internal Oversight Services and other relevant offices "has led to confusion among staff members in terms of finding the appropriate mechanism or office to address their grievances". **The Committee stresses that staff should be provided with appropriate information on the role of each of the aforementioned entities and their interrelationship. It recommends that, in the next report on this question, the Secretary-General further clarify the issues raised in paragraph 53 of the current report.**

96. **In the view of the Advisory Committee, much of the added value of the Ethics Office resides in its ability to compile, publicize and ensure the common application of existing rules and regulations on ethics-related issues and to develop new standards as and when appropriate. It also has an important role to play in the design of training programmes and awareness-raising materials on ethics-related matters. The Committee encourages the Ethics Office and the Office of Human Resources Management to continue to work together on**

**mainstreaming ethics training into the curriculum of regular training offered at the Secretariat. Care should be taken, however, to ensure that the Ethics Office does not duplicate the work of other departments and entities and, in particular, that ethics training modules are incorporated into existing training activities in substantive areas to the extent possible.**

97. **With regard to the request of the Secretary-General contained in paragraph 85 of his report, the Advisory Committee remains of the view that it is within the purview of the Secretary-General, in his capacity as Chairman of CEB, to bring issues relating to system-wide coordination to the attention of its members. Accordingly, the Committee recommends that the General Assembly request the Secretary-General to discuss with the executive heads of the specialized agencies and the United Nations funds and programmes, within the framework of CEB, areas of possible cooperation on ethics-related matters.**

98. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General, taking into account the foregoing comments and observations of the Committee.**

# Annex I

## Documentation reviewed and used as background by the Advisory Committee

The Advisory Committee on Administrative and Budgetary Questions has considered the following reports of the Secretary-General on human resources management:

(a) Human resources management reform (A/63/282);

(b) Measures taken to address seven systemic human resources issues raised in the context of the reform of the internal system of administration of justice (A/63/132);

(c) Detailed proposals for streamlining United Nations contractual arrangements: a way forward (A/63/298);

(d) Amendments to the Staff Regulations (A/63/189);

(e) Implementation of the mobility policy (A/63/208);

(f) Recruitment and staffing in the United Nations: strategy going forward (A/63/285);

(g) Special measures for protection from sexual exploitation and sexual abuse (A/62/890);

(h) Practice of the Secretary-General in disciplinary matters and possible criminal behaviour, 1 July 2007 to 30 June 2008 (A/63/202);

(i) Gratis personnel provided by Governments and other entities (A/63/310/Add.1);

(j) Employment of retirees and retired former staff, and extension of staff beyond the mandatory age of separation (A/63/310/Add.2);

(k) Consultants and individual contractors (A/63/310/Add.3);

(l) Measures to improve the balance in the geographical distribution of the staff in the Office of the United Nations High Commissioner for Human Rights (A/63/204);

(m) Activities of the Ethics Office (A/63/301).

The Committee also had before it the report of the Secretary-General on the composition of the Secretariat (A/63/310); the notes of the Secretary-General transmitting the reports of the Joint Inspection Unit on the review of the national competitive recruitment examination as a recruitment tool (A/62/707), United Nations system staff medical coverage (A/62/541) and the age structure of human resources in the organizations of the United Nations system (A/62/628), as well as the note of the Secretary-General continuing his comments thereon (A/62/707/Add.1, A/62/541/Add.1 and A/62/628/Add.1); the report of the International Civil Service Commission for 2008 (A/63/30); and the note by the Secretary-General containing the views of the staff representatives of the United Nations Secretariat (A/C.5/63/3 and Add.1 and 2). The Committee also took into account the observations and recommendations contained in the reports of the Board of Auditors, in particular its observations and recommendations on human resources management (A/63/5 (Vol. I), chap. II, paras. 240-294).

# Annex II

## Estimated annual financial implications for the designation of missions as family or non-family based on the designation of United Nations agencies, funds and programmes, without the special operations approach[a] as at 1 October 2008

| Mission | Location | Security phase | Proposed status | Number of staff | | | Entitlements | | Reappointment from 300 to 100 series | Rest and recuperation travel | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | Professional | Field Service | Total | Family duty station | Non-family duty station | | | |
| | | | | | | | (in United States dollars) | | | | |
| **Peacekeeping operations** | | | | | | | | | | | |
| United Nations Mission in the Central African Republic and Chad[b] | N'Djamena | IV | Non-family | 187 | 323 | 510 | | (2 558 609) | 1 899 646 | 2 652 000 | 1 993 037 |
| United Nations Mission for the Referendum in Western Sahara | Laayoune | I | Family | 24 | 75 | 99 | 3 949 596 | — | 186 998 | 249 600 | 4 386 194 |
| United Nations Stabilization Mission in Haiti | Port-au-Prince | III | Non-family | 199 | 283 | 482 | | 1 485 949 | 1 675 686 | 1 911 000 | 5 072 635 |
| United Nations Organization Mission in the Democratic Republic of the Congo | Kinshasa | III | Non-family | 357 | 580 | 937 | | 2 016 831 | 3 068 451 | 3 580 200 | 8 665 482 |
| African Union-United Nations Hybrid Operation in Darfur[b] | El-Fasher | III | Non-family | 557 | 680 | 1 237 | | 12 940 664 | 4 566 194 | 6 432 400 | 23 939 258 |
| United Nations Interim Administration Mission in Kosovo[c] | Pristina | III | Non-family | 164 | 137 | 301 | | 5 999 033 | 1 237 139 | 1 173 900 | 8 410 072 |
| United Nations Mission in Liberia | Monrovia | III | Non-family | 218 | 271 | 489 | | 5 859 558 | 1 636 806 | 1 891 500 | 9 387 864 |
| United Nations Mission in the Sudan | Khartoum | I | Non-family | 310 | 478 | 788 | | 7 954 265 | 3 334 327 | 3 309 600 | 14 598 192 |
| United Nations Integrated Mission in Timor-Leste | Dili | II | Family | 143 | 189 | 332 | 9 555 416 | — | 1 294 553 | 839 800 | 11 689 769 |
| United Nations Operation in Côte d'Ivoire | Abidjan | III | Non-family | 159 | 243 | 402 | | 6 716 291 | 1 353 832 | 1 552 200 | 9 622 323 |
| United Nations Observer Mission in Georgia | Tbilisi | I | Non-family | 27 | 66 | 93 | | 2 338 648 | 246 277 | 179 400 | 2 764 325 |
| **Subtotal** | | | | **2 345** | **3 325** | **5 670** | **13 505 012** | **42 752 632** | **20 499 909** | **23 771 600** | **100 529 153** |

| Mission | Location | Security phase | Proposed status | Number of staff: Professional | Number of staff: Field Service | Number of staff: Total | Entitlements: Family duty station | Entitlements: Non-family duty station | Entitlements: Reappointment from Abuja to 200 series | Entitlements: Rest and recuperation travel | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | (in United States dollars) | | | | |
| **Special political missions** | | | | | | | | | | | |
| United Nations Integrated Office in Burundi | Bujumbura | III | Non-family | 53 | 65 | 118 | | 1 920 041 | 419 960 | 503 100 | 2 843 101 |
| United Nations Peacebuilding Support Office in the Central African Republic | Bangui | II | Family | 11 | 13 | 24 | 1 064 977 | — | 71 529 | 52 650 | 1 189 156 |
| Lord's Resistance Army | Kampala | I | Family | 6 | 2 | 8 | 123 225 | — | — | — | 123 225 |
| United Nations Assistance Mission in Afghanistan | Kabul | III | Non-family | 124 | 106 | 230 | | 4 346 506 | 938 773 | 1 196 000 | 6 481 279 |
| United Nations Assistance Mission for Iraq | Baghdad | IV | Non-family | 108 | 178 | 286 | | 3 984 403 | 1 043 322 | 834 600 | 5 862 325 |
| United Nations Integrated Peacebuilding Office in Sierra Leone | Freetown | II | Non-family | 30 | 16 | 46 | | 1 182 862 | 314 211 | 179 400 | 1 676 473 |
| United Nations Mission in Nepal[a] | Kathmandu | I | Family | 115 | 85 | 200 | 8 705 464 | — | 795 715 | — | 9 501 179 |
| United Nations Peacebuilding Support Office in Guinea-Bissau | Bissau | II | Family | 7 | 5 | 12 | 673 291 | — | 44 952 | 36 400 | 754 643 |
| United Nations Political Office for Somalia | Nairobi | I | Family | 11 | 7 | 18 | 411 347 | — | 57 202 | — | 468 549 |
| United Nations Regional Centre for Preventive Diplomacy for Central Asia | Ashgabat | No phase | Family | 5 | 2 | 7 | 286 061 | — | 17 363 | 13 650 | 317 074 |
| **Subtotal** | | | | 470 | 479 | 949 | 11 264 365 | 11 433 810 | 3 703 027 | 2 815 800 | 29 217 003 |
| **Total** | | | | 2 815 | 3 804 | 6 619 | 24 769 377 | 54 186 442 | 24 202 936 | 26 587 400 | 129 746 155 |

[a] As recommended by the Advisory Committee on Administrative and Budgetary Questions in document A/62/7/Add.14.

[b] Based on planned deployment by 30 June 2009.

[c] May be adjusted in the light of future reconfiguration of the mission.

United Nations A/63/526/Corr.1

General Assembly

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18 November 2008

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**Sixty-third session**
Agenda item 123
**Human resources management**

# Human resources management

## Report of the Advisory Committee on Administrative and Budgetary Questions

**Corrigendum***

**Annex II, table**

Replace the table in annex II with the table below.

* The Advisory Committee has been requested to issue a corrigendum to replace the table in annex II, which was provided to it by the Secretariat. The information in the third column, entitled "Security phase", has been updated.

08-60841 (E) 181108

# Annex II

## Estimated annual financial implications for the designation of missions as family or non-family based on the designation of United Nations agencies, funds and programmes, without the special operations approach[a]

| Mission | Location | Security phase[b] | Proposed status | Number of staff | | | Entitlements | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | Professional | Field Service | Total | Family duty station | Non-family duty station | Reappointment from 300 to 100 series | Rest and recuperation travel | Total |
| | | | | | | | (in United States dollars) | | | | |
| **Peacekeeping operations** | | | | | | | | | | | |
| United Nations Mission in the Central African Republic and Chad[c] | N'Djamena | III | Non-family | 187 | 323 | 510 | | (2 558 609) | 1 899 646 | 2 652 000 | 1 993 037 |
| United Nations Mission for the Referendum in Western Sahara | Laayoune | II | Family | 24 | 75 | 99 | 3 949 596 | — | 186 998 | 249 600 | 4 386 194 |
| United Nations Stabilization Mission in Haiti | Port-au-Prince | III | Non-family | 199 | 283 | 482 | | 1 485 949 | 1 675 686 | 1 911 000 | 5 072 635 |
| United Nations Organization Mission in the Democratic Republic of the Congo | Kinshasa | III | Non-family | 357 | 580 | 937 | | 2 016 831 | 3 068 451 | 3 580 200 | 8 665 482 |
| African Union-United Nations Hybrid Operation in Darfur[c] | El-Fasher | IV | Non-family | 557 | 680 | 1 237 | | 12 940 664 | 4 566 194 | 6 432 400 | 23 939 258 |
| United Nations Interim Administration Mission in Kosovo[d] | Pristina | III | Non-family | 164 | 137 | 301 | | 5 999 033 | 1 237 139 | 1 173 900 | 8 410 072 |
| United Nations Mission in Liberia | Monrovia | III | Non-family | 218 | 271 | 489 | | 5 859 558 | 1 636 806 | 1 891 500 | 9 387 864 |
| United Nations Mission in the Sudan | Khartoum | III | Non-family | 310 | 478 | 788 | | 7 954 265 | 3 334 327 | 3 309 600 | 14 598 192 |
| United Nations Integrated Mission in Timor-Leste | Dili | II | Family | 143 | 189 | 332 | 9 555 416 | — | 1 294 553 | 839 800 | 11 689 769 |
| United Nations Operation in Côte d'Ivoire | Abidjan | II | Non-family | 159 | 243 | 402 | | 6 716 291 | 1 353 832 | 1 552 200 | 9 622 323 |
| United Nations Observer Mission in Georgia | Tbilisi/ Sukhumi | I/III | Non-family | 27 | 66 | 93 | | 2 338 648 | 246 277 | 179 400 | 2 764 325 |
| **Subtotal** | | | | **2 345** | **3 325** | **5 670** | **13 505 012** | **42 752 632** | **20 499 909** | **23 771 600** | **100 529 153** |

| Mission | Location | Security phase[b] | Proposed status | Number of staff | | | Entitlements | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | Professional | Field Service | Total | Family duty station | Non-family duty station | Reappointment from 300 to 100 series | Rest and recuperation travel | Total |
| | | | | (In United States dollars) | | | | | | | |
| **Special political missions** | | | | | | | | | | | |
| United Nations Integrated Office in Burundi | Bujumbura | III | Non-family | 53 | 65 | 118 | | 1 920 041 | 419 960 | 503 100 | 2 843 101 |
| United Nations Peacebuilding Support Office in the Central African Republic | Bangui | II | Family | 11 | 13 | 24 | 1 064 977 | — | 71 529 | 52 650 | 1 189 156 |
| Lord's Resistance Army | Kampala | I | Family | 6 | 2 | 8 | 123 225 | — | — | — | 123 225 |
| United Nations Assistance Mission in Afghanistan | Kabul | III | Non-family | 124 | 106 | 230 | | 4 346 506 | 938 773 | 1 196 000 | 6 481 279 |
| United Nations Assistance Mission for Iraq | Baghdad | IV | Non-family | 108 | 178 | 286 | | 3 984 403 | 1 043 322 | 834 600 | 5 862 325 |
| United Nations Integrated Peacebuilding Office in Sierra Leone | Freetown | II | Non-family | 30 | 16 | 46 | | 1 182 862 | 314 211 | 179 400 | 1 676 473 |
| United Nations Mission in Nepal[d] | Kathmandu | I | Family | 115 | 85 | 200 | 8 705 464 | — | 795 715 | — | 9 501 179 |
| United Nations Peacebuilding Support Office in Guinea-Bissau | Bissau | II | Family | 7 | 5 | 12 | 673 291 | — | 44 952 | 36 400 | 754 643 |
| United Nations Political Office for Somalia | Nairobi | I | Family | 11 | 7 | 18 | 411 347 | — | 57 202 | — | 468 549 |
| United Nations Regional Centre for Preventive Diplomacy for Central Asia | Ashgabat | No phase | Family | 5 | 2 | 7 | 286 061 | — | 17 363 | 13 650 | 317 074 |
| **Subtotal** | | | | **470** | **479** | **949** | **11 264 365** | **11 433 810** | **3 703 027** | **2 815 800** | **29 217 003** |
| **Total** | | | | **2 815** | **3 804** | **6 619** | **24 769 377** | **54 186 442** | **24 202 936** | **26 587 400** | **129 746 155** |

[a] As recommended by the Advisory Committee on Administrative and Budgetary Questions in document A/62/7/Add.14.
[b] As at 17 November 2008.
[c] Based on planned deployment by 30 June 2009.
[d] May be adjusted in the light of future reconfiguration of the mission.

United Nations A/63/527

General Assembly

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Sixty-third session
Agenda items 13 and 18

**Protracted conflicts in the GUAM area and their implications for international peace, security and development**

**The situation in the occupied territories of Azerbaijan**

## Letter dated 6 November 2008 from the Permanent Representative of Armenia to the United Nations addressed to the Secretary-General

I would like to present the enclosed text of the declaration adopted by the Presidents of the Republic of Armenia, the Republic of Azerbaijan and the Russian Federation at their meeting in Moscow on 2 November 2008 (see annex).

I would highly appreciate it if you could circulate the text of the declaration as a document of the General Assembly, under agenda items 13 and 18.

(*Signed*) Armen **Martirosyan**
Ambassador
Permanent Representative of Armenia to the United Nations

08-59729 (E) 121108 131108

## Annex to the letter dated 6 November 2008 from the Permanent Representative of Armenia to the United Nations addressed to the Secretary-General

[Original: Russian]

## Joint Declaration of the Republic of Armenia, the Republic of Azerbaijan and the Russian Federation

The Presidents of the Republic of Armenia, the Republic of Azerbaijan and the Russian Federation, having met on 2 November 2008 in Moscow at the invitation of the President of the Russian Federation,

Having held substantive and comprehensive discussions in a constructive spirit on the current status and prospects for a political settlement of the Nagorny Karabakh conflict through continued direct dialogue between Armenia and Azerbaijan mediated by the Russian Federation, the United States of America and France as Co-Chairs of the Organization for Security and Cooperation in Europe (OSCE) Minsk Group,

1. Declare that they will work towards improving the situation in the South Caucasus and establishing stability and security in the region through a political settlement of the Nagorny Karabakh conflict, on the basis of the principles and norms of international law and the decisions and documents adopted in this framework, which will create favourable conditions for economic development and comprehensive cooperation in the region;

2. Affirm the importance of the continued mediation efforts of the Co-Chairs of the OSCE Minsk Group, taking into account the outcome of the meeting of the parties in Madrid on 29 November 2007 and the subsequent discussions on the further development of the main principles of a political settlement;

3. Agree that the peaceful settlement must be accompanied by legally binding international guarantees for every aspect and stage of the settlement process;

4. Note that the Presidents of Armenia and Azerbaijan have agreed to continue their work, including during further contacts at the highest level, to reach an agreed political settlement of the Nagorny Karabakh conflict and have instructed their respective foreign ministers to take further action in the negotiation process in liaison with the Co-Chairs of the OSCE Minsk Group.

5. Consider it important to support the creation of favourable conditions for taking confidence-building measures in the context of the efforts to reach a settlement.

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**Sixty-third session**
Agenda item 105 (a)

# Appointments to fill vacancies in subsidiary organs and other appointments: appointment of members of the Advisory Committee on Administrative and Budgetary Questions

## Report of the Fifth Committee

*Rapporteur*: Mr. Patrick A. **Chuasoto** (Philippines)

1. At its 2nd plenary meeting, on 19 September 2008, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-third session the item entitled "Appointments to fill vacancies in subsidiary organs and other appointments: appointment of members of the Advisory Committee on Administrative and Budgetary Questions".

2. At its 16th meeting, on 7 November 2008, the Fifth Committee had before it the following documents:

(a) Note by the Secretary-General concerning the vacancies in the membership of the Advisory Committee on Administrative and Budgetary Questions that would occur as a result of the expiration of the term of office of five of its members on 31 December 2008 (A/63/101);

(b) Note by the Secretary-General containing the names of six persons nominated by their respective Governments for appointment or reappointment to the Advisory Committee on Administrative and Budgetary Questions for a three-year term of office beginning on 1 January 2009 (A/C.5/63/4).

3. At the same meeting, the Committee decided, by acclamation, to recommend to the General Assembly that it appoint Aïcha Afifi (Morocco), Renata Archini (Italy), Alejandro Torres Lépori (Argentina) and Susan M. McLurg (United States of America) as members of the Advisory Committee for a three-year term of office beginning on 1 January 2009 (see para. 6).

4. The Fifth Committee then proceeded to select, by secret ballot, one person from the two candidates nominated by the Group of Eastern European States. The result of the voting was as follows:

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| | |
|---|---|
| *Number of ballots cast*: | 173 |
| *Invalid ballots*: | 0 |
| *Number of valid ballots*: | 173 |
| *Abstentions*: | 0 |
| *Number of members voting*: | 173 |
| *Required majority*: | 87 |
| *Number of votes obtained*: | |
| Vladimir Alekseevitch Iosifov (Russian Federation) | 116 |
| Alexander Petriashvili (Georgia) | 57 |

5. Having obtained the required majority, Vladimir Alekseevitch Iosifov (Russian Federation) was recommended for appointment as a member of the Advisory Committee on Administrative and Budgetary Questions for a three-year term of office beginning on 1 January 2009 (see para. 6).

## Recommendation of the Fifth Committee

6. The Fifth Committee recommends that the General Assembly appoint the following persons as members of the Advisory Committee on Administrative and Budgetary Questions for a three-year term of office beginning on 1 January 2009:

Aïcha Afifi (Morocco)

Renata Archini (Italy)

Vladimir Alekseevitch Iosifov (Russian Federation)

Alejandro Torres Lépori (Argentina)

Susan M. McLurg (United States of America)

United Nations A/63/529

General Assembly

Distr.: General
10 November 2008

Original: English

Sixty-third session
Agenda item 105 (b)

# Appointments to fill vacancies in subsidiary organs and other appointments: appointment of members of the Committee on Contributions

## Report of the Fifth Committee

*Rapporteur*: Mr. Patrick A. **Chuasoto** (Philippines)

1. At its 2nd plenary meeting, on 19 September 2008, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-third session the item entitled "Appointments to fill vacancies in subsidiary organs and other appointments: appointment of members of the Committee on Contributions".

2. At its 16th meeting, on 7 November 2008, the Fifth Committee had before it the following documents:

(a) Note by the Secretary-General concerning the vacancies in the membership of the Committee on Contributions that would occur as a result of the expiration of the term of office of six of its members on 31 December 2008 (A/63/102);

(b) Note by the Secretary-General containing the names of six persons nominated by their respective Governments for appointment or reappointment to the Committee on Contributions for a three-year term of office beginning on 1 January 2009 (A/C.5/63/5).

3. At the same meeting, the Committee decided, by acclamation, to recommend to the General Assembly that it appoint Vyacheslav Anatolievich Logutov (Russian Federation), Richard Moon (United Kingdom of Great Britain and Northern Ireland), Hae-yun Park (Republic of Korea), Thomas Thomma (Germany), Courtney H. Williams (Jamaica) and Wu Gang (China) as members of the Committee on Contributions for a three-year term of office beginning on 1 January 2009 (see para. 4).

08-59502 (E) 121108

## Recommendation of the Fifth Committee

4. The Fifth Committee recommends that the General Assembly appoint the following persons as members of the Committee on Contributions for a three-year term of office beginning on 1 January 2009:

Vyacheslav Anatolievich Logutov (Russian Federation)

Richard Moon (United Kingdom of Great Britain and Northern Ireland)

Hae-yun Park (Republic of Korea)

Thomas Thomma (Germany)

Courtney H. Williams (Jamaica)

Wu Gang (China)

United Nations A/63/550

General Assembly

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10 November 2008

Original: English

Sixty-third session
Agenda item 105 (c)

# Appointments to fill vacancies in subsidiary organs and other appointments: confirmation of the appointment of members of the Investments Committee

## Report of the Fifth Committee

*Rapporteur*: Mr. Patrick **Chuasoto** (Philippines)

## I. Introduction

1. At its 2nd plenary meeting, on 19 September 2008, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-third session the item entitled "Appointments to fill vacancies in subsidiary organs and other appointments: confirmation of the appointment of members of the Investments Committee".

2. At its 16th meeting, on 7 November 2008, the Fifth Committee had before it the following documents:

(a) Note by the Secretary-General concerning vacancies in the membership of the Investments Committee that would occur as a result of the expiration of the term of office of three of its members on 31 December 2008 (A/63/103);

(b) Note by the Secretary-General in which, in accordance with the provisions of article 20 of the Regulations of the United Nations Joint Staff Pension Fund, the Secretary-General, after consultation with the Standing Committee of the United Nations Joint Staff Pension Board and the Advisory Committee on Administrative and Budgetary Questions, submitted for confirmation by the General Assembly the reappointment of three persons as members of the Investments Committee for a three-year term of office beginning on 1 January 2009 (A/C.5/63/6).

3. At the same meeting, the Fifth Committee decided, by acclamation, to recommend to the General Assembly that it confirm the reappointment of Masakazu Arikawa (Japan), Madhav Dhar (India) and Nemir A. Kirdar (Iraq) as members of the Investments Committee for a three-year term of office beginning on 1 January

08-59569 (E) 131108

2009 and to confirm the appointment of Linah K. Mohohlo (Botswana) to fill the remainder of the term of Khaya Ngqula (South Africa), effective 1 January 2009 and expiring on 31 December 2009 (see para. 5 below).

4. Also at the same meeting, the Committee decided, by acclamation, to recommend to the General Assembly that it confirm the reappointment of Ivan Pictet (Switzerland) as an ad hoc member for a one-year term of office beginning on 1 January 2009 and that of Simon Jiang (China) to replace, as an ad hoc member, Afsaneh Beschloss (Islamic Republic of Iran) beginning on 1 January 2009 (see para. 6 below).

## II. Recommendations of the Fifth Committee

5. The Fifth Committee recommends that the General Assembly confirm the reappointment by the Secretary-General of Masakazu Arikawa (Japan), Madhav Dhar (India) and Nemir A. Kirdar (Iraq) as members of the Investments Committee for a three-year term of office beginning on 1 January 2009 and the appointment of Linah K. Mohohlo (Botswana) to fill the remainder of the term of Khaya Ngqula (South Africa), effective 1 January 2009 and expiring on 31 December 2009.

6. The Committee also recommends that the General Assembly reappoint Ivan Pictet (Switzerland) as an ad hoc member for a one-year term beginning on 1 January 2009 and Simon Jiang (China) as an ad hoc member to replace Afsaneh Beschloss (Islamic Republic of Iran) beginning on 1 January 2009.

United Nations A/63/531

General Assembly

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**Sixty-third session**
Agenda item 105 (e)

# Appointments to fill vacancies in subsidiary organs and other appointments: appointment of members of the International Civil Service Commission

## Report of the Fifth Committee

*Rapporteur*: Mr. Patrick A. **Chuasoto** (Philippines)

1. At its 2nd plenary meeting, on 19 September 2008, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-third session the item entitled "Appointments to fill vacancies in subsidiary organs and other appointments: appointment of members of the International Civil Service Commission".

2. At its 16th meeting, on 7 November 2008, the Fifth Committee had before it the following documents:

(a) Note by the Secretary-General concerning the vacancies in the membership of the International Civil Service Commission that would occur as a result of the expiration of the terms of office of five of its members on 31 December 2008 (A/63/104);

(b) Note by the Secretary-General containing the names of persons nominated by their respective Governments for appointment or reappointment to the Commission, to fill the following vacancies: two members from the African States, two members from the Asian States and one member from the Eastern European States (A/C.5/63/7).

3. At the same meeting, the Committee decided, by acclamation, to recommend to the General Assembly the appointment of Fatih Bouayad-Agha (Algeria), El Hassane Zahid (Morocco), Shamsher M. Chowdhury (Bangladesh), Wang Xiaochu (China) and Vladimir Morozov (Russian Federation) as members of the Commission for a four-year term of office beginning on 1 January 2009 (see para. 4).

08-59554 (E) 131108

## Recommendation of the Fifth Committee

4. The Fifth Committee recommends that the General Assembly appoint the following persons as members of the International Civil Service Commission for a four-year term of office beginning on 1 January 2009:

Fatih Bouayad-Agha (Algeria)

Shamsher M. Chowdhury (Bangladesh)

Vladimir Morozov (Russian Federation)

Wang Xiaochu (China)

El Hassane Zahid (Morocco)

United Nations A/63/532

General Assembly

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10 November 2008

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Sixty-third session
Agenda item 105 (f)

# Appointments to fill vacancies in subsidiary organs and other appointments: appointment of members and alternate members of the United Nations Staff Pension Committee

## Report of the Fifth Committee

*Rapporteur*: Mr. Patrick A. **Chuasoto** (Philippines)

1. At its 2nd plenary meeting, on 19 September 2008, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-third session the item entitled "Appointments to fill vacancies in subsidiary organs and other appointments: appointment of members and alternate members of the United Nations Staff Pension Committee".

2. At its 16th meeting, on 7 November 2008, the Fifth Committee had before it the following documents:

(a) Note by the Secretary-General concerning the vacancies in the membership of the United Nations Staff Pension Committee that would occur as a result of the expiration of the term of office of eight of its members on 31 December 2008 (A/63/105);

(b) Note by the Secretary-General containing the names of eight persons nominated by their respective Governments for appointment or reappointment to the United Nations Staff Pension Committee for a four-year term of office beginning on 1 January 2009 (A/C.5/63/8 and Corr.1).

3. At the same meeting, the Committee decided, by acclamation, to recommend to the General Assembly the appointment of Valeria María González Posse (Argentina), Andrei Vitalievitch Kovalenko (Russian Federation), Gerhard Küntzle (Germany), Lovemore Mazemo (Zimbabwe), Muhammad A. Muhith (Bangladesh), Philip Richard Okanda Owade (Kenya), Thomas A. Repasch, Jr. (United States of America) and Jun Yamada (Japan) as members or alternate members of the United Nations Staff Pension Committee for a four-year term of office beginning on 1 January 2009 (see para. 4).

08-59562 (E) 131108

## Recommendation of the Fifth Committee

4. The Fifth Committee recommends that the General Assembly appoint the following persons as members or alternate members of the United Nations Staff Pension Committee for a four-year term of office beginning on 1 January 2009:

Valeria Maria Gonzalez Posse (Argentina)

Andrei Vitalievitch Kovalenko (Russian Federation)

Gerhard Küntzle (Germany)

Lovemore Mazemo (Zimbabwe)

Muhammad A. Muhith (Bangladesh)

Philip Richard Okanda Owade (Kenya)

Thomas A. Repasch, Jr. (United States of America)

Jun Yamada (Japan)

United Nations A/63/533–S/2008/698

General Assembly
Security Council

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English
Original: Arabic

General Assembly
Sixty-third session
Agenda item 15
The situation in the Middle East

Security Council
Sixty-third year

# Identical letters dated 6 November 2008 from the Permanent Representative of Lebanon to the United Nations addressed to the Secretary-General and the President of the Security Council

On instructions from my Government, I transmit to you herewith a statistical table of the violations committed by Israel by air, sea and land during the month of October 2008 (see annex).

I should be grateful if you would have the present letter and its annex circulated as a document of the sixty-third session of the General Assembly, under agenda item 15, and of the Security Council.

(*Signed*) Nawaf **Salam**
Ambassador
Permanent Representative

08-59812 (E) 121108 131108

## Annex to the identical letters dated 6 November 2008 from the Permanent Representative of Lebanon to the United Nations addressed to the Secretary-General and the President of the Security Council

### Statistical table showing Israeli violations during October 2008

| *Air violations* | | | | *Sea violations* | *Land violations* | | | | *Overall total* | *Previous month's violations* |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | *Military acts of aggression* | *Field violations* | *Breaches* | *Total* | | |
| **Military jet** | **Reconnaissance** | **Helicopter** | **Total** | Crossing of territorial waters, and firing of automatic-weapons rounds, flares and flare shells over territorial waters | Air raids, artillery shelling, shelling of military positions and important posts, attacks on and killing of civilians | Gunfire, launching of flare shells, dropping of artillery shells, infiltration and crossing of international borders | Threats and display of weapons, bulldozing of soil, placing of barbed wire and setting up of installations inside Lebanese territory | | | |
| 11 | 14 | — | 25 | 11 | — | 5 | 1 | 6 | 42 | 100 |

United Nations A/63/534–S/2008/699

General Assembly
Security Council

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Original: Arabic

General Assembly
Sixty-third session
Agenda item 15
The situation in the Middle East

Security Council
Sixty-third year

# Identical letters dated 6 November 2008 from the Permanent Representative of Lebanon to the United Nations addressed to the Secretary-General and the President of the Security Council

On instructions from my Government, I transmit to you herewith a statistical summary of violations committed by Israel from 15 to 31 October 2008 (see annex).

I should be grateful if you would have the present letter and its annex circulated as a document of the sixty-third session of the General Assembly, under agenda item 15, and of the Security Council.

(*Signed*) Nawaf **Salam**
Ambassador
Permanent Representative

08-59847 (E) 121108 131108

## Annex to the identical letters dated 6 November 2008 from the Permanent Representative of Lebanon to the United Nations addressed to the Secretary-General and the President of the Security Council

Subject: Israeli violations, acts of aggression and other activities from 15 to 31 October 2008, inclusive

*Air violations*

On 19 October 2008 between 1945 and 2145 hours, an enemy Israeli reconnaissance aircraft violated Lebanese airspace, entering over Naqurah and circling the South before departing over Naqurah.

On 20 October 2008 at 1850 hours, an enemy Israeli reconnaissance aircraft violated Lebanese airspace, entering over Alma al-Sha'b and circling over areas of the Bekaa and the South, before departing on 21 October 2008 at 0655 hours over Naqurah.

On 22 October 2008 between 1645 and 1800 hours, enemy Israeli military aircraft flew over the areas of Tibnin and Bint Jubayl.

On 23 October 2008 between 1310 and 1525 hours, two enemy Israeli military aircraft violated Lebanese airspace, entering over Dayr Mimas and circling over all areas of Lebanon before departing over the sea off Naqurah.

On 26 October 2008 between 1805 and 2300 hours, an enemy Israeli reconnaissance aircraft violated Lebanese airspace, entering over Naqurah. It circled over areas of the South and then departed over Rumaysh.

On 30 October 2008 between 0700 and 1700 hours, an enemy Israeli reconnaissance aircraft violated Lebanese airspace, entering over the sea off Tyre. It circled over areas of the South and between the South and Beirut before departing over Rumaysh.

- Between 2132 and 2310 hours, two enemy Israeli military aircraft violated Lebanese airspace, entering over Maysan and flying north as far as Shikka. They circled over all areas of Lebanon and then departed over Alma al-Sha'b.

On 31 October 2008 between 0955 and 1030 hours, six enemy Israeli military aircraft violated Lebanese airspace, entering over Alma al-Sha'b. They circled over all areas of Lebanon before departing over the sea off Naqurah.

- Between 1005 and 1045 hours, two enemy Israeli military aircraft violated Lebanese airspace, entering over the sea off Batrun. They circled over all areas of Lebanon before departing over the sea off Naqurah.
- Between 1010 and 1130 hours, four enemy Israeli military aircraft violated Lebanese airspace over the sea off Batrun and flying east. They circled over all areas of Lebanon before departing over Alma al-Sha'b.
- Between 2120 and 2200 hours, an enemy Israeli reconnaissance aircraft violated Lebanese airspace, entering over the sea off Tyre. It circled over the sea off Beirut before leaving over the sea off Beirut.

*Sea violations*

On 19 October 2008 at 1935 hours, a Lebanese fishing vessel approached the line of buoys and an enemy Israeli gunboat fired tracer rounds over the vessel, warning it to keep its distance. At 1900 hours, it returned to the same place and the enemy gunboat again fired tracer rounds and a flare shell for 10 seconds, and shone a searchlight for 15 seconds.

On 22 October 2008 at 0530 hours, an enemy Israeli boat which was about 500 metres south of the line of buoys and 5,000 metres from the coast fired tracer rounds into the air in the direction of Lebanese territorial waters.

On 26 October 2008 between 1345 and 1400 hours, an enemy Israeli gunboat in Palestinian territorial waters off Ra's al-Naqurah which was carrying out maintenance on the demarcation buoys violated Lebanese territorial waters to a distance of 5 metres.

At 1955 hours an enemy Israeli gunboat in occupied Palestinian territorial waters off Ra's al-Naqurah shone a searchlight for one minute in the direction of Lebanese territorial waters.

On 27 October 2008 between 0915 and 1030 hours, an enemy Israeli gunboat carrying out maintenance on the line of buoys in the open sea off Ra's al-Naqurah inside occupied Palestinian territorial waters violated Lebanese territorial waters to a distance of about 2 metres.

*Attacks on ground*

On 19 October 2008 at 0700 hours during a patrol carried out by the Lebanese Army (11th Engineering Brigade) on the Blue Line at point BP 17 (Yarun) an enemy Israeli sentry came out of his pillbox and shouted insults. The patrol carried on its way towards Wadi Sa'sa' without responding.

*Israeli activities*

On 15 October 2008 in certain areas of Mount Lebanon and at various times, a number of people received calls of unknown origin from an answering machine announcing that 10 million dollars would be paid to anyone giving information about the missing Israeli soldiers.

On 16 October 2008 at 1220 hours inside occupied Palestinian territory at the crossing point by the town of Kafr Killa, an enemy Israeli patrol arrived comprising two Hummer vehicles, a Poclain jackhammer and two civilian cars carrying surveying equipment. The jackhammer was used to open up the crossing and to dig a ditch 20 metres long and 1 metre wide parallel to the road from the Israeli side in which the members of the patrol placed concrete blocks.

On 21 October 2008 between 1320 and 1350 hours, an enemy Israeli boat at a distance of 100 metres south of the line of buoys and 50 metres from the shore dumped an explosive charge into the water as a warning to Lebanese swimmers 1,500 metres north of the line of buoys.

On 22 October 2008 at 0050 hours, an enemy Israeli boat at a distance of 100 metres south of the line of buoys and 500 metres from the shore dumped an explosive charge and at 0610 hours it dumped two explosive charges into the water to protect the area from what the enemy claimed was a floating canister.

On 25 October 2008 between 2220 and 2355 hours inside occupied Palestinian territory by the town of Kafr Killa at the Fatima gate, two Hummer jeeps and two Toyota jeeps were observed with nine people on board carrying out an inspection of the gardens using the jeeps' searchlights and handheld torches. During the inspection, they fired 18 flare shells over the area.

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Financing of the African Union-United Nations Hybrid Operation in Darfur

# Performance report on the budget of the African Union-United Nations Hybrid Operation in Darfur for the period from 1 July 2007 to 30 June 2008

**Report of the Secretary-General**

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*Summary*

The present report contains the performance report on the budget of the African Union-United Nations Hybrid Operation in Darfur (UNAMID) for the period from 1 July 2007 to 30 June 2008.

The total expenditure for UNAMID for that period has been linked to the Operation's objective through a number of priorities in the areas of peace process; security; rule of law, governance and human rights; humanitarian liaison, recovery and development; and support.

**Performance of financial resources**

(Thousands of United States dollars. Budget year is from 1 July 2007 to 30 June 2008.)

| Category | Apportionment | Expenditure | Variance | |
|---|---|---|---|---|
| | | | Amount | Percentage |
| Military and police personnel | 279 576.3 | 237 866.7 | 41 709.6 | 14.9 |
| Civilian personnel | 113 026.4 | 64 373.3 | 48 653.1 | 43.0 |
| Operational costs | 883 051.0 | 754 238.6 | 128 812.4 | 14.6 |
| **Gross requirements** | **1 275 653.7** | **1 056 478.6** | **219 175.1** | **17.2** |
| Staff assessment income | 11 380.2 | 6 692.3 | 4 687.9 | 41.2 |
| **Net requirements** | **1 264 273.5** | **1 049 786.3** | **214 487.2** | **17.0** |
| Voluntary contributions in kind (budgeted) | — | — | — | — |
| **Total requirements** | **1 275 653.7** | **1 056 478.6** | **219 175.1** | **17.2** |

**Human resources incumbency performance**

| Category | Approved[a] | Planned | Actual (average) | Vacancy rate (percentage)[b] |
|---|---|---|---|---|
| Military observers | 240 | 50 | 79 | 158.0 |
| Military contingents[c] | 19 315 | 9 608 | 5 470 | 43.1 |
| United Nations police | 3 772 | 1 099 | 833 | 24.2 |
| Formed police units | 2 660 | 613 | 95 | 84.5 |
| International staff | 1 507 | 493 | 289 | 41.4 |
| National staff | 3 415 | 949 | 689 | 27.4 |
| United Nations Volunteers | 548 | 244 | 98 | 59.8 |
| Temporary positions[d] | | | | |
| International staff | 59 | 38 | 19 | 50.0 |
| National staff | 40 | 21 | 1 | 95.2 |
| Government-provided personnel | 6 | 4 | — | 100.0 |

[a] Represents the highest level of authorized strength.
[b] Based on monthly incumbency and planned monthly strength.
[c] Includes personnel deployed to the African Union Mission in the Sudan for the period from October to 31 December 2007.
[d] Funded under general temporary assistance.

The actions to be taken by the General Assembly are set out in section V of the present report.

# I. Introduction

1. The African Union-United Nations Hybrid Operation in Darfur was established by the Security Council in its resolution 1769 (2007) for an initial period of 12 months.

2. The budget for the establishment of the Operation for the period from 1 July 2007 to 30 June 2008, set out in the report of the Secretary-General (A/62/380), amounted to $1,477,766,300 gross ($1,466,209,700 net). It provided for 240 military observers, 19,315 military contingents, 3,772 United Nations police personnel, 2,660 formed police personnel, 1,579 international staff, 3,455 national staff, including 55 international and 30 national staff under general temporary assistance, 548 United Nations Volunteers and 6 Government-provided personnel. The Advisory Committee on Administrative and Budgetary Questions, in paragraph 91 of its report (A/62/540), recommended that the General Assembly appropriate $1,326,622,900 gross for the establishment of UNAMID for 2007/08.

3. Pursuant to section IV of General Assembly resolution 49/233 A, the Advisory Committee on Administrative and Budgetary Questions authorized the Secretary-General to enter into commitments up to the amount of $50 million to meet the most immediate and essential preparatory steps to support the establishment of UNAMID and to reimburse Governments contributing troops to the African Union Mission in the Sudan (AMIS) for costs associated with military contingent personnel deployed in Darfur for the period from 1 October to 31 December 2007.

4. The General Assembly, by its resolution 62/232 A, established a special account for UNAMID and appropriated an amount of $1,275,653,700 gross ($1,264,273,500 net) for the establishment of the Operation for the period from 1 July 2007 to 30 June 2008. The total amount has been assessed on Member States.

5. During the period from 1 July to 31 December 2007, the United Nations Mission in the Sudan (UNMIS) supported the implementation of the heavy support package to AMIS. Associated charges in the amount of $84,769,102 were transferred to UNAMID once the special account for UNAMID was established by the General Assembly, and resources were appropriated to it.

# II. Mandate performance

## A. Overall

6. In paragraph 1 of its resolution 1769 (2007), the Security Council decided that the mandate of UNAMID should be as set out in paragraphs 54 and 55 of the report of the Secretary-General and the Chairperson of the African Union Commission (S/2007/307/Rev.1). By the same resolution, the Council also decided that no later than 31 December 2007, UNAMID would assume authority from AMIS with a view to achieving full operational capability and force strength as soon as possible thereafter. The Council further decided that UNAMID should assume operational command authority over personnel deployed to AMIS and the heavy support package in order for it to perform its mandated tasks, as its resources and capabilities permitted, immediately upon transfer of authority from AMIS to UNAMID.

7. With the establishment of UNAMID, the UNMIS regional office in El Fasher and three sub-offices in Nyala, El Geneina and Zalingei were subsumed into UNAMID effective 1 January 2008, along with associated resources, including 563 posts.

8. Pursuant to the mandate approved by the Security Council for UNAMID, the Operation's overall objective is to achieve a lasting political solution and sustained security in Darfur.

9. In view of the fact that UNAMID had just been established and was still under development at the time of the preparation of its proposed budget for 2007/08, the budget for that period provided an outline of the results-based-budgeting frameworks at the component level which were derived from the UNAMID mandate, comprising the peace process; security; rule of law, governance and human rights; humanitarian liaison, recovery and development; and support. The complete results-based-budgeting frameworks were presented to the General Assembly in the context of the Operation's budget for 2008/09 (see A/62/791 and Corr.1 and 2), and the actual performance against the indicators of achievement and outputs will be reported to the Assembly in the performance report on the budget of UNAMID for that period.

## B. Budget implementation

10. During the period from its inception to December 2007, UNAMID focused on the establishment of an initial operational capability for its headquarters, including the command and control structures through which its operational directives were implemented, and on the strengthening of AMIS through the deployment of the heavy support package. This was followed by extensive preparations for the transfer of authority from AMIS to UNAMID, which took place on 31 December 2007.

11. In fulfilment of the mandate related to the peace process, as outlined in paragraphs 54 and 55 of the report of the Secretary-General and the Chairperson of the African Union Commission, the Operation's main priorities for the reporting period were as follows: to provide good offices and ensure that reconciliation initiatives were coordinated with security, recovery and development efforts in Darfur; to establish an all-inclusive Darfur-Darfur Dialogue and Consultation process; to broadly disseminate information concerning the mandate of UNAMID, the Darfur Peace Agreement and any subsequent agreement reached; to assist in preparations for the conduct of the referendums provided for in the Darfur Peace Agreement; and to facilitate the complementary implementation of all peace agreements in the Sudan and pursue an approach consistent with the national provisions of the Comprehensive Peace Agreement.

12. During the reporting period, despite the mediation efforts of the African Union and the United Nations Special Envoys for Darfur, the political process for Darfur remained at a standstill and the road map developed by the Special Envoys reached an impasse. This was due to the lack of both a firm commitment of the parties to the Darfur conflict to move the peace process forward and a common position of the movements to engage with the Government of the Sudan. In addition, the fragmentation of the movements, the deteriorating security situation and the ongoing crisis between Chad and the Sudan further complicated efforts to encourage the parties to move forward with substantive peace talks.

13. During the reporting period, in cooperation with UNMIS, UNAMID monitored national developments and activities in Darfur, facilitated discussion of the Darfur Peace Agreement, supported the conduct of the national census and continued preparation for boundary demarcation, as stipulated in the Comprehensive Peace Agreement and Darfur Peace Agreement.

14. The Joint Mediation Support Team, UNAMID and the Darfur-Darfur Dialogue and Consultation process continued to coordinate closely in engaging civil society organizations, internally displaced persons and leaders of the native administration through regular meetings in all three states with a view to increasing awareness of the Operation's mandate, broadening inclusiveness and preparing them to act as the political platform for the implementation of any subsequent peace agreements.

15. Consistent with its grass-roots approach, the Darfur-Darfur Dialogue and Consultation process sought the views of the Darfurian diaspora on issues related to reconciliation, development, administration, identity, democracy and compensation. The Darfur-Darfur Dialogue and Consultation process also provided assistance to a four-day equestrian festival held in El Daien, Southern Darfur, from 30 May to 2 June 2008. The festival brought together participants from a broad spectrum of tribes in Darfur, including senior leaders from the Rizeigat, Fur, Fellata and Zaghawa, who were joined by scholars, activists, editors and leading figures from the cultural community across the Sudan. The festival provided a traditional platform for tribal leaders to meet UNAMID senior staff and to engage in dialogue, mediation and reconciliation.

16. The Sudan's fifth population and housing census was carried out from 22 April to 6 May 2008 despite opposition from both non-signatories and signatories to the Darfur Peace Agreement. UNAMID promoted the census and provided limited support through the transportation of census materials throughout the three states of Darfur.

17. Although conditions in Darfur did not permit the scaling up of recovery and development efforts, a review of the initial arrangements for the coordination of the humanitarian operation was begun so as to provide for a transition to recovery and development as soon as security and political conditions permitted.

18. In fulfilment of its mandate related to security, the Operation's priorities for the 2007/08 period were as follows: to contribute to the protection of civilians and provide security for vulnerable populations; to support the establishment of the disarmament, demobilization and reintegration process in cooperation with national institutions as called for in the Darfur Peace Agreement; and to work with the movements' police liaison officers (envisaged in the Agreement), as well as the local and national authorities, to help ensure that they carry out core policing functions in accordance with international standards of human rights and accountability.

19. The continued insecurity, the slow pace of readying deployment sites, the lack of equipment required to bring the former AMIS infantry battalions up to United Nations standards and other logistical challenges associated with transporting goods into the mission area, substantially delayed the deployment of the Operation's uniformed personnel in Darfur. As at 30 June 2008, the total strength of UNAMID was 11,969 personnel, including 164 military observers, 7,675 military contingent personnel, 1,694 United Nations police officers, 144 formed police personnel and 2,292 civilian staff.

20. Despite the delayed deployment of its uniformed personnel, the force expanded its presence in all three states of Darfur to include areas controlled by the Sudan Liberation Army and Sudan Liberation Movement and some areas under the control of non-signatory movements, such as Korma in Northern Darfur, as well as areas of Western Darfur that had experienced increased insecurity following the fighting in Chad earlier in 2008.

21. The Operation also steadily increased its impact on the ground through re-energizing and expanding patrols as well as conducting them for longer periods. Firewood patrols were reinstated to protect women, who were among the most vulnerable. In Nyala, Southern Darfur, UNAMID deployed the first formed police unit. In response to the instability in Western Darfur, UNAMID increased its patrol presence and investigation activities, including the conduct of joint military and police patrols in the northern corridor of the state and the development of a plan to conduct at least three short- and long-range patrols together with two night patrols from every company location to camps for internally displaced persons throughout the sector each week. By June 2008, those activities involved conducting 2,320 confidence-building patrols in 738 villages across the three Darfur states, 773 escort patrols, 249 administrative patrols, 129 investigative patrols and the provision of convoy security, as required.

22. Progress was made in community policing. A total of 277 internally displaced persons in Southern Darfur and 225 persons in Western Darfur underwent basic training in community policing and started working in partnership with the local Sudanese police to support the maintenance of law and order in the camps.

23. UNAMID police conducted training and capacity-building for government police in order to ensure that their work meets internationally accepted human rights standards. Priority was given to the training of local police in due process and in methods for investigating gender-based violence, with particular emphasis on promoting the human rights of women and children. Those activities also entailed the development of "train-the-trainer" programmes which were designed to make the local police force self-sufficient in conducting its own training courses.

24. A team from the Department of Peacekeeping Operations and the Department of Field Support visited the Sudan in April 2008 and, in collaboration with the Operation, developed an enhanced deployment plan which aimed at achieving 80 per cent deployment of the authorized strength of UNAMID by the end of 2008. The success of the plan was predicated on a number of prerequisites, including the deployment of key enabling capacities, such as engineering, multirole logistics, medical and transport units, and six new self-sustaining battalions with a light engineering capacity, as well as the upgrade of 10 former AMIS battalions to United Nations standards. At the end of the 2007/08 period, most of the prerequisites remained unfulfilled for various reasons, including the security situation in Darfur, delayed force generation and other logistical challenges associated with land and customs clearance. The delays in deployment of uniformed personnel were also attributable to delays in the movement of contingent-owned equipment from Port Sudan and El Obeid to Darfur, coupled with the onset of the rainy season.

25. The Joint Special Representative and senior staff of UNAMID conducted regular meetings with the Government of the Sudan on developments in Darfur and the deployment of the Operation. Weekly security meetings were also held between

UNAMID and officials of the Government of the Sudan in the three sector headquarters.

26. The disarmament, demobilization and reintegration programme did not commence owing to the lack of coordination structures at the national level and the slow pace of the peace process, which stalled the achievement of an all-inclusive peace agreement and the attainment of a satisfactory level of security conducive to the establishment of the programme in Darfur. A national disarmament, demobilization and reintegration strategy was adopted in December 2007, a reintegration policy was endorsed by the Government of the Sudan in March 2008, and a multi-year plan was signed in June 2008.

27. With regard to rule of law, governance and human rights, the main priorities of UNAMID for the 2007/08 period were as follows: to effectively address property and land disputes and compensation issues related to the Darfur Peace Agreement; to mainstream human rights within the Operation (that is, monitoring, investigation, reporting, advocacy, protection, advisory, and institution and capacity-building activities); and to engage with the parties to the Darfur Peace Agreement to identify appropriate actions to stop, prevent and/or pre-empt violations of human rights and fundamental freedoms.

28. UNAMID, through its Human Rights Section, conducted monitoring work through regional offices in El Fasher, El Geneina, Nyala and the sub-office in Zalingei, focusing on the following priority areas: extrajudicial killings, sexual and gender-based violence, arbitrary arrest and detention, and torture and ill-treatment in detention. During the reporting period, UNAMID carried out 120 field missions and held regular meetings with both local and regional authorities. Monitoring of trials, in particular cases of sexual and gender-based violence, as well as visits to detention centres were undertaken.

29. Reports on the human rights situation in Darfur were prepared on a daily, weekly and monthly basis for the Secretary-General, the Security Council and the Office of the United Nations High Commissioner for Human Rights (OHCHR). In collaboration with OHCHR, a report was issued in March 2008 on the attacks on villages in Western Darfur in January and February 2008. In this connection, UNAMID also provided support to the United Nations Special Rapporteur on the Situation of Human Rights in Darfur during her visits to Darfur in March 2008, including transport, security, and arrangement of meetings with local interlocutors and the international community.

30. In addition, in January 2008, UNAMID held meetings with the Advisory Council for Human Rights, the Government agency responsible for human rights, to discuss various issues, including coordination, human rights reporting and the promotion and protection of human rights in Darfur. Meetings were also held with donors to discuss the implementation of human rights projects. During the period from January to June 2008, the Operation conducted a total of 16 training activities in Darfur targeting internally displaced persons, students, judges, lawyers, armed movements, personnel of government authorities, including police, prosecution, legislators and the native administration.

31. UNAMID was also involved in training the movements in human rights and in building the capacity of the government police and the movements' police.

32. The delayed implementation of the Darfur Peace Agreement precluded work on property and land disputes and on compensation issues.

33. With regard to humanitarian liaison, recovery and development, the main priorities for UNAMID for the 2007/08 period were: to ensure the establishment and functioning of effective liaison mechanisms among UNAMID, the humanitarian community and the multiple actors, and to ensure that critical areas of cooperation were identified.

34. The Operation provided support to victims of gender-based violence and their parents, protected the confidentiality of their cases and educated survivors and victims about gender-based violence. During the reporting period, UNAMID conducted a programme to build the skills of women in Darfur as a way of equipping them to be active players in the local socio-economic sphere. Under this programme, six training activities were conducted by the Gender Advisory Unit.

35. In response to continued attacks against humanitarian workers, the Operation also increased its capacity to provide armed escorts for humanitarian convoys throughout Darfur. During the reporting period, UNAMID conducted a total of 773 armed escorts.

36. Coordination mechanisms with United Nations agencies, programmes and funds were established at the level of the three Darfur states through meetings of the Inter-Agency Standing Committee. At the headquarters level, a Darfur-wide liaison mechanism called "Delivering as One" was under development. The mechanism aimed at accelerating and building an integrated capacity to provide, together with the United Nations country team, the humanitarian community and international financial institutions in Darfur with a coherent approach to cross-cutting issues, such as gender and human rights. In the interim, the Humanitarian Liaison Office conducted this liaison through the resident/humanitarian coordinator and the United Nations country team in Khartoum, as most United Nations agencies, programmes and funds were structured on a state-by-state basis.

37. Critical thematic areas of cooperation were identified in the fields of protection of civilians, protection of humanitarian space and the facilitation of humanitarian access. A humanitarian liaison mechanism was established to ensure an adequate exchange of information between UNAMID and United Nations agencies, programmes and funds, in particular in areas where humanitarian workers could not operate for security reasons.

38. UNAMID participated at the state level in United Nations country team protection working groups, led by OHCHR. The Operation initiated the drafting of a policy directive to coordinate the work of all concerned with respect to the protection of civilians.

39. The training modules for the military, police and civilian components of the Operation were upgraded to ensure a good understanding of humanitarian methods of operation. In addition, briefings were provided to the humanitarian community to ensure better understanding of the UNAMID mandate.

40. During the reporting period, the Operation's support priorities were characterized primarily by the establishment of UNAMID and its headquarters as well as the three regional offices in El Fasher, Nyala and El Geneina and the regional sub-office in Zalingei; the deployment of military and police personnel, contingent-owned and United Nations-owned equipment; and the recruitment of

civilian personnel. UNAMID also established offices in key locations outside Darfur, including the Khartoum Liaison Office, co-located with UNMIS, and the Joint Support and Coordination Mechanism in Addis Ababa. Support was also provided to the mediation efforts of the Special Envoys of the African Union and the United Nations through the Joint Mediation Support Team.

41. For its support activities, the Operation relied on its main logistics base in Nyala and on a number of structures established outside Darfur, including a forward operational logistics base with warehousing capacity and a transit facility in El Obeid, as well as a support office, co-located with UNMIS, in Port Sudan, the main port of entry for goods by sea for both UNAMID and UNMIS. The Operation also endeavoured to ensure the smooth and seamless transition from the heavy support package and AMIS forces to UNAMID. As former AMIS troops were not fully self-sustained, the Operation also had to shift its focus to provide support to the incoming troops and the existing 31 former AMIS camps. This included the challenge of procuring all basic goods and services necessary to keep the camps and the non-standard equipment operational. UNAMID also facilitated movement of the equipment and assets required for the deployment of military and police personnel through the involvement of third-party logistics contractors hired under the UNMIS inland transportation contract.

42. During the reporting period, deployment efforts were hindered by the severe logistical challenges associated with harsh environmental conditions, underdeveloped communications and poor infrastructure in Darfur, as well as the long land transport and supply lines from Port Sudan.

43. Prevailing security tensions and the 10 May 2008 attack on Omburman caused delays in the rotation of troops already present and the deployment of new units to Darfur. In addition, airports in Darfur were repeatedly closed and UNAMID convoys were suspended in Northern Darfur, resulting in further delays in the deployment and movement of core equipment.

44. The recruitment of civilian staff was also a challenge during the reporting period, as many candidates declined invitations for interviews and offers of appointment due to the harsh living and working conditions in Darfur and general security concerns. The Operation's ongoing efforts to recruit and retain staff focused on a comprehensive outreach programme and the upgrading of all UNAMID premises and accommodation facilities outside the camps to comply with minimum operating security standards and minimum operating residential security standards.

45. Difficulties were also encountered in the movement of equipment from Port Sudan to Darfur by road (1,400 miles), due primarily to security conditions, customs clearance processes and the relatively limited number of local contractors. In order to resolve the bottlenecks in the movement of equipment from Port Sudan through El Obeid to Darfur, the Operation had to airlift equipment, where appropriate.

46. Owing to the logistical challenges associated with the movement of assets and materials, which were further compounded by the lack of material handling equipment, a large portion of the facilities and infrastructure could not be constructed. Further delays were the result of difficulties in identifying land for construction and obtaining permits.

47. Notwithstanding those challenges, the Operation obtained from the Government of the Sudan, under the provisions of the status-of-forces agreement signed in February 2008, land parcels in Northern, Southern and Western Darfur, including those required for the super camps, and commenced enabling works for

those camps as well as the expansion of existing camps and preparation for the construction of new camps.

48. The rising security challenges also resulted in UNAMID taking measures to improve its defensive infrastructure. However, the field defence equipment and supplies and security and safety equipment which were transferred from UNMIS and AMIS were sufficient to sustain the Operation's scaled-down construction projects in the 2007/08 period, thus reducing expenditures for those engineering items in the reporting period (see also para. 74). The Operation enhanced the physical perimeter of existing premises at each deployment location by erecting Hesco Bastion walls, raising observation towers and illuminating base perimeters with floodlights. The existing offices and guest houses in Darfur were also upgraded to comply with the minimum operating security standards.

49. With the delayed deployment of personnel and the difficulties encountered in finding suitable contractors to carry out the drilling of underground water sources, UNAMID utilized 24 water sources which were made available from AMIS and 11 from private vendors. With the use of water purification equipment, the Operation used the 35 water sources to provide the bulk of the water requirements during the reporting period. Those sources were not reliable, however, and the issuing of water to peacekeepers was scaled down to cope with the reduced yields of groundwater resources, particularly during the drier months of the year.

50. UNAMID conducted a survey to determine the capacity of the existing water sources and developed a support plan to secure them in the future. The plan provided for medium- and long-term measures, including the improvement of existing water sources, identification of potential drilling sites to be developed by UNAMID, and the utilization of Hafirs (underground reservoirs for storing rainwater), dams and recycled wastewater from sewage treatment plants. The Operation also selected contractors for the identification of drilling sites and borehole drilling.

51. In the area of air operations, although delays were encountered in the deployment of aircraft, UNAMID still placed a high reliance on air operations as the terrain of Darfur inhibited movement over land. The delayed deployment of aircraft was due primarily to the lack of parking space in airfields, delays in the clearance of aircraft by the Sudan Civil Aviation Authority and difficulties in generating military air assets.

52. With regard to the general installation of communications and information technology infrastructure, while UNAMID achieved approximately 90 per cent of primary radio communications in Northern and Western Darfur, owing to the delayed deployment of equipment, only 45 per cent of primary communications were achieved in Southern Darfur.

## C. Regional mission cooperation

53. The regional mission coordination activities of UNAMID were characterized primarily by the inter-mission coordination undertaken with UNMIS, in particular, in the area of humanitarian liaison. In addition, UNAMID and UNMIS established liaison and coordination mechanisms in respect of military and police activities. UNMIS shared its experience on deployment and related operational issues. The police components of UNAMID and UNMIS coordinated to ensure consistency in police development activity. UNMIS also supported UNAMID with the deployment,

induction and rotation of military personnel, the establishment of a training capability and the generation of operational documents.

54. The cooperation and collaboration between UNMIS and UNAMID in support areas, which were later finalized through a memorandum of understanding signed in July 2008, included common services, including space allocation and shared facilities, security, air fleet management and aircraft utilization, joint movement control operations, property management, transport services, medical services and communications and information technology services.

55. In the area of air operations, UNAMID made use of several fixed-wing aircraft and heavy cargo helicopters of the UNMIS air fleet on a cost-reimbursable basis, and of the UNMIS ground handling services contract to support the Operation's aircraft landing in Khartoum and in El Obeid.

56. UNAMID also provided support to the UNMIS personnel performing functions related to return, recovery and reintegration as well as protection who remained in Darfur. Reciprocally, all UNAMID staff based in UNMIS premises in Khartoum were supported by UNMIS.

57. The main port of entry for goods by sea for UNAMID and UNMIS during the reporting period continued to be Port Sudan, where both were co-located. UNAMID also utilized the UNMIS logistics base at El Obeid, shared common services with the Mission, used its existing commercial contracts and deployed additional personnel to carry out the functions and higher volume of movements directly related to UNAMID activities.

58. To maximize the effective use of resources and obtain efficiencies, UNAMID also worked closely with the UNMIS Procurement and Engineering Sections with a view to facilitating the acquisition of key construction commodities and coordinating the establishment of local and regional systems contracts. UNAMID established, in cooperation with UNMIS, its Khartoum Liaison Office and a guest house in Khartoum. Effective collaboration was also undertaken with the United Nations Mission in Ethiopia and Eritrea to obtain engineering support to establish the Joint Support and Coordination Mechanism in Addis Ababa.

59. With regard to cooperation with other peacekeeping operations in the region, UNAMID also made use of fixed-wing aircraft of the United Nations Mission in Liberia and the United Nations Operation in Côte d'Ivoire to rotate its troops during the period. During the reporting period, the Operation commenced the establishment of liaison mechanisms with the United Nations Mission in the Central African Republic and Chad to provide for regular sharing of information in matters related to regional security.

## D. Partnerships and country team coordination

60. The coordination structure between the Operation and the United Nations country team included regular meetings at both the state and national levels, to ensure complementary efforts. This was further facilitated by contact between UNAMID and the inter-agency management groups, which were chaired by the United Nations Office for the Coordination of Humanitarian Affairs on behalf of the resident/humanitarian coordinator in each Darfur field location. The groups carried out planning and coordinating functions, formulated targeted draft policy and performed strategic situation analysis.

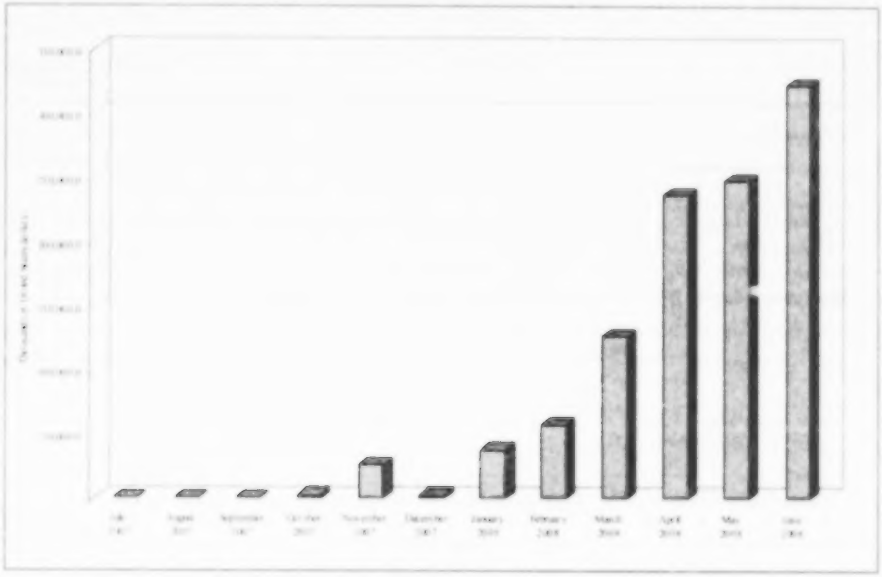
# III. Resource performance

## A. Financial resources

(Thousands of United States dollars. Budget year is from 1 July 2007 to 30 June 2008.)

| Category | Apportionment (1) | Expenditure (2) | Variance Amount (3)=(1)-(2) | Variance Percentage (4)=(3)÷(1) |
|---|---|---|---|---|
| **Military and police personnel** | | | | |
| Military observers | 2 635.6 | 4 876.8 | (2 241.2) | (85.0) |
| Military contingents | 211 663.1 | 182 891.6 | 28 771.5 | 13.6 |
| United Nations police | 42 467.8 | 43 763.0 | (1 295.2) | (3.0) |
| Formed police units | 22 809.8 | 6 335.3 | 16 474.5 | 72.2 |
| **Subtotal** | **279 576.3** | **237 866.7** | **41 709.6** | **14.9** |
| **Civilian personnel** | | | | |
| International staff | 84 410.7 | 45 267.6 | 39 143.1 | 46.4 |
| National staff | 17 401.0 | 8 524.7 | 8 876.3 | 51.0 |
| United Nations Volunteers | 6 471.6 | 4 615.7 | 1 855.9 | 28.7 |
| General temporary assistance | 4 743.1 | 5 965.3 | (1 222.2) | (25.8) |
| **Subtotal** | **113 026.4** | **64 373.3** | **48 653.1** | **43.0** |
| **Operational costs** | | | | |
| Government-provided personnel | 155.8 | 3.0 | 152.8 | 98.1 |
| Civilian electoral observers | — | — | — | — |
| Consultants | 400.8 | 221.3 | 179.5 | 44.8 |
| Official travel | 5 233.6 | 1 875.5 | 3 358.1 | 64.2 |
| Facilities and infrastructure | 589 973.5 | 486 170.0 | 103 803.5 | 17.6 |
| Ground transportation | 73 600.0 | 87 433.8 | (13 833.8) | (18.8) |
| Air transportation | 83 474.1 | 72 397.3 | 11 076.8 | 13.3 |
| Naval transportation | — | — | — | — |
| Communications | 56 574.3 | 48 996.9 | 7 577.4 | 13.4 |
| Information technology | 31 609.4 | 27 892.2 | 3 717.2 | 11.8 |
| Medical | 9 021.9 | 1 074.7 | 7 947.2 | 88.1 |
| Special equipment | 1 386.9 | 97.3 | 1 289.6 | 93.0 |
| Other supplies, services and equipment | 30 620.7 | 27 210.4 | 3 410.3 | 11.1 |
| Quick-impact projects | 1 000.0 | 866.2 | 133.8 | 13.4 |
| **Subtotal** | **883 051.0** | **754 238.6** | **128 812.4** | **14.6** |
| **Gross requirements** | **1 275 653.7** | **1 056 478.6** | **219 175.1** | **17.2** |
| Staff assessment income | 11 380.2 | 6 692.3 | 4 687.9 | 41.2 |
| **Net requirements** | **1 264 273.5** | **1 049 786.3** | **214 487.2** | **17.0** |
| Voluntary contributions in kind (budgeted) | — | — | — | — |
| **Total requirements** | **1 275 653.7** | **1 056 478.6** | **219 175.1** | **17.2** |

## B. Monthly expenditure pattern



61. Progressively increasing expenditures during the period from January to June 2008 were attributable to the continuing deployment of the Operation and to the raising of a large volume of obligations under operational costs towards the end of the financial period upon completion of the procurement process, which were related to the acquisition of equipment and services and which involved long procurement lead times.

## C. Other income and adjustments

(Thousands of United States dollars)

| *Category* | *Amount* |
|---|---|
| Interest income | 6 086.9 |
| Other/miscellaneous income | 181.2 |
| Voluntary contributions in cash | — |
| Prior-period adjustments | — |
| Cancellation of prior-period obligations | — |
| **Total** | **6 268.1** |

## D. Expenditure for contingent-owned equipment: major equipment and self-sustainment

(Thousands of United States dollars)

| *Category* | *Expenditure* |
|---|---|
| **Major equipment** | |
| Military contingents | 18 637.4 |
| Formed police units | 1 838.4 |
| **Subtotal** | **20 475.8** |
| **Self-sustainment** | |
| Facilities and infrastructure | 529.5 |
| Communications | 223.0 |
| Medical | 67.1 |
| Special equipment | 94.8 |
| **Subtotal** | **914.4** |
| **Total** | **21 390.2** |

| *Mission factors* | *Percentage* | *Effective date* | *Last review date* |
|---|---|---|---|
| **A. Applicable to mission area** | | | |
| Extreme environmental condition factor | 2.6 | 1 Jan 2008 | — |
| Intensified operational condition factor | 3.8 | 1 Jan 2008 | — |
| Hostile action/forced abandonment factor | 3.3 | 1 Jan 2008 | — |
| **B. Applicable to home country** | | | |
| Incremental transportation factor | 0-3.0 | | |

## E. Value of non-budgeted contributions

(Thousands of United States dollars)

| *Category* | *Actual value* |
|---|---|
| Status-of-forces agreement[a] | 361.5 |
| Voluntary contributions in kind (non-budgeted) | — |
| **Total** | **361.5** |

[a] Includes Government-provided facilities.

# IV. Analysis of variances[1]

| | Variance | |
|---|---|---|
| **Military observers** | ($2 241.2) | (85.0%) |

62. The additional requirements under this heading were attributable mainly to the unplanned transfer of AMIS military observers upon the transfer of authority from AMIS to UNAMID resulting in the higher actual monthly average strength of 79 military observers compared with the budgeted monthly average strength of 43 observers (after application of a delayed deployment factor of 15 per cent). In addition, with effect from March 2008, the mission subsistence allowance rates applicable in Darfur were revised to $188 per person per day for the first 30 days and $143 thereafter, compared with the budgeted rates of $166 and $116, respectively.

| | Variance | |
|---|---|---|
| **Military contingents** | $28 771.5 | 13.6% |

63. The unspent balance was attributable primarily to fewer rotations than planned and the delayed deployment of new military contingents owing to the volatile security situation, delayed force generation, the slow pace of upgrading deployment sites, slow movement of equipment through the main supply routes into Darfur and other logistical challenges associated with land use and customs clearance. In addition, the reduced requirements were also due to the lower actual expenditure for the reimbursement of the former AMIS troop-contributing countries for contingent-owned equipment and the delayed deployment of the contingent-owned equipment of incoming contingents.

| | Variance | |
|---|---|---|
| **United Nations police** | ($1 295.2) | (3.0%) |

64. The additional requirements under this heading were due to the increase in mission subsistence allowance rates (see para. 62 above), offset in part by lower actual expenditures for the emplacement travel of police personnel, as the majority of police personnel deployed were transferred from AMIS in January 2008.

| | Variance | |
|---|---|---|
| **Formed police units** | $16 474.5 | 72.2% |

65. The unspent balance was attributable primarily to the delayed deployment of formed police personnel owing to the volatile security situation, delayed force generation, the slow pace of upgrading deployment sites, the slow movement of equipment through the main supply routes into Darfur and other logistical challenges associated with land use and customs clearance. The actual monthly average strength during the reporting period was 95 formed police personnel

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

compared with the budgeted strength of 460 (after application of a 25 per cent delayed deployment factor). In addition, requirements in respect of reimbursement of contingent-owned major equipment and freight charges associated with the deployment of contingent-owned equipment were substantially reduced owing to the actual deployment of only one formed police unit, compared with the planned deployment of 14 units.

| | *Variance* | |
|---|---|---|
| **International staff** | $39 143.1 | 46.4% |

66. The unspent balance was attributable primarily to the delayed recruitment of international staff, as many recommended candidates were reluctant to accept offers of appointment owing to the security situation and harsh living and working conditions. The actual monthly average strength of international staff during the reporting period was 289 persons compared with the budgeted strength of 468 (after application of a 5 per cent delayed recruitment factor). In addition, provisions made in the budget for international staff were based on the actual average expenditure by grade over the 2006/07 financial period taken for all missions, whereas the actual average expenditure by grade level was lower by some 13 per cent. Furthermore, requirements for the hazard pay were lower than budgeted since the early months of the reporting period, most of the newly recruited personnel were stationed in Khartoum owing to delays in the construction of office and accommodation facilities in the regions.

| | *Variance* | |
|---|---|---|
| **National staff** | $8 876.3 | 51.0% |

67. The unspent balance was attributable primarily to the delayed recruitment of national staff owing to the delayed construction of office facilities in the regions and the inadvertent recording of charges associated with national staff for the period from July to December 2007 against general temporary assistance. The actual monthly average strength of national staff during the reporting period was 689 compared with the budgeted strength of 949 national staff, with no delayed recruitment factor applied.

| | *Variance* | |
|---|---|---|
| **United Nations Volunteers** | $1 855.9 | 28.7% |

68. The unspent balance was attributable primarily to the delayed deployment of United Nations Volunteers owing to the security situation and harsh living and working conditions. The actual monthly average strength was 98 Volunteers compared with the budgeted strength of 146 (after the application of a 40 per cent delayed deployment factor).

| | Variance | |
|---|---|---|
| **General temporary assistance** | ($1 222.2) | (25.8%) |

69. The additional requirements were attributable mainly to the inadvertent recording under this heading of expenditures related to national staff for the period from July to December 2007, offset in part by the delayed recruitment of international and national staff owing to the security situation and harsh living and working conditions as well as to the delayed construction of office facilities in the regions.

| | Variance | |
|---|---|---|
| **Government-provided personnel** | ($152.8) | (98.1%) |

70. The unspent balance under this heading was due to the non-deployment of corrections officers, as discussions with contributing countries were still ongoing during the reporting period.

| | Variance | |
|---|---|---|
| **Consultants** | $179.5 | 44.8% |

71. The unspent balance resulted from the delayed delivery of training programmes owing to the prevailing security situation and the slower deployment of the Operation's civilian personnel. In addition, consultancy services budgeted for the preparation of the master plan to conserve potential heritage sites were not provided owing to the non-availability of consultants.

| | Variance | |
|---|---|---|
| **Official travel** | $3 358.1 | 64.2% |

72. The unspent balance was attributable to reduced requirements for non-training official travel owing to the prevailing security situation. It was also attributable to reduced requirements for training-related official travel owing to the delayed deployment of civilian personnel, which resulted, in particular, in the lower number of 70 international staff participating in induction training at the United Nations Logistics Base at Brindisi, Italy, as compared with the planned number of 300 staff.

| | Variance | |
|---|---|---|
| **Facilities and infrastructure** | $103 803.5 | 17.6% |

73. The unspent balance was attributable mainly to delays in the implementation of construction projects. While the main construction contract was signed in October 2007, owing to the limited engineering and contract management capacity of UNAMID and the delayed delivery of engineering equipment owing to the time required for flight and customs clearance, the commencement of works was delayed until March 2008. The contractor was therefore not able to execute all the required task orders by the end of the reporting period. The delays were also due to the difficulties in identifying land for construction and obtaining permits. To alleviate

the impact of delays in construction projects, the Operation initiated, within its limited capacity, a number of construction and alteration projects by using in-house resources and hiring individual contractors.

74. The unencumbered balance also resulted from reduced actual requirements for the reimbursement of former AMIS troop-contributing countries for self-sustainment costs, as well as the delayed deployment of incoming contingents and formed police units. The reduced requirements were also attributable to the limited procurement capacity available within the Operation owing to the delayed deployment of civilian personnel. In addition, the transfer of security and safety equipment and field defence equipment and supplies from AMIS and UNMIS led to reduced actual requirements for those items, as explained in paragraph 48.

75. The lower actual requirements were partly offset by higher actual expenditure attributable to the advance procurement of prefabricated facilities and generators, given the need to secure timely delivery of procured items in view of long procurement lead times, as well as the acquisition of additional prefabricated facilities and tents needed to upgrade and expand the former AMIS camps.

| | *Variance* | |
|---|---|---|
| **Ground transportation** | ($13 833.8) | 18.8% |

76. The additional requirements under this heading were attributable primarily to the advance procurement of passenger vehicles, trucks, material-handling equipment and specialized vehicles given the need to secure their timely delivery in view of long procurement lead times, as well as the increase in acquisition costs of approximately 20 per cent according to a new systems contract. The additional requirements were partly offset by reduced requirements for diesel fuel, oil and lubricants, liability insurance, workshop equipment and repair and maintenance owing to fewer number of vehicles in operation during the reporting period.

| | *Variance* | |
|---|---|---|
| **Air transportation** | $11 076.8 | 13.3% |

77. The unspent balance was attributable mainly to reduced requirements for airfield services, rental and operation as well as aviation fuel owing to the lower than planned level of aviation activities resulting from the delayed deployment of aircraft, the limited parking space for aircraft and restrictions on flights. The lower requirements were offset in part by reimbursement to UNMIS of guaranteed costs associated with use by UNAMID of shared aircraft.

| | *Variance* | |
|---|---|---|
| **Communications** | $7 577.4 | 13.4% |

78. The unutilized balance under this heading was attributable primarily to reduced requirements for commercial communications and spare parts owing to the delayed deployment of the Operation. The unencumbered balance also resulted from reduced actual requirements for the reimbursement to former AMIS troop-

contributing countries of self-sustainment costs and the delayed deployment of incoming contingents and formed police units.

79. Reduced requirements were offset in part by the acquisition of communications equipment in support of former AMIS troops and for the establishment of community police centres.

| | Variance | |
|---|---|---|
| **Information technology** | $3 717.2 | 11.8% |

80. The reduced requirements under this heading were attributable mainly to lower actual expenditures for the acquisition of spare parts and supplies owing to the delayed deployment of the Operation's personnel.

| | Variance | |
|---|---|---|
| **Medical** | $7 947.2 | 88.1% |

81. The unspent balance was attributable to reduced actual requirements for the reimbursement of self-sustainment costs to former AMIS troop-contributing countries and the delayed deployment of incoming contingents and formed police units. In addition, the delayed deployment of the Operation's personnel resulted in lower actual expenditures related to medical services and supplies.

| | Variance | |
|---|---|---|
| **Special equipment** | $1 289.6 | 93.0% |

82. The unspent balance was attributable to reduced actual requirements for the reimbursement of self-sustainment costs to former AMIS troop-contributing countries and the delayed deployment of incoming contingents and formed police units.

| | Variance | |
|---|---|---|
| **Other supplies, services and equipment** | $3 410.3 | 11.1% |

83. The unspent balance was attributable primarily to lower actual requirements for bank charges owing to the reduced volume of the Operation's banking transactions, as well as reduced requirements for freight and related costs, acquisition of personal protection gear and training fees, supplies and services, owing to the delayed deployment of the Operation.

84. The underexpenditures was offset in part by additional requirements related to the procurement task force and hiring of procurement officers for a six-month period, as well as acquisition of additional security uniforms and flags and decals.

| | Variance | |
|---|---|---|
| **Quick-impact projects** | $133.8 | 13.4% |

85. The reduced requirements under this heading were attributable to the delayed establishment of the review committee and the related monitoring and evaluation

mechanisms, as well as to the delayed deployment of personnel in substantive areas and the lead time necessary for the identification of implementing partners. Expenditure reflected costs associated with 42 projects which covered all three Darfur states in both urban and rural areas, mostly in the areas of education, water and sanitation, health, agriculture and empowerment of women.

## V. Actions to be taken by the General Assembly

86. The actions to be taken by the General Assembly in connection with the financing of UNAMID are:

(a) To decide on the treatment of the unencumbered balance of $219,175,100 with respect to the period from 1 July 2007 to 30 June 2008;

(b) To decide on the treatment of other income for the period ended 30 June 2008 amounting to $6,268,100 from interest income ($6,086,900) and other/miscellaneous income ($181,200).